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ILLINOIS  
DEPARTMENT OF  
CENTRAL MANAGEMENT SERVICES

DEPOSITORY

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UNIVERSITY OF ILLINOIS  
AT URBANA-CHAMPAIGN

# Pay Plan

80 Illinois Administrative Code 310

Effective July 1, 1988



TITLE 80: PUBLIC OFFICIALS AND EMPLOYEES  
SUBTITLE B: PERSONNEL RULES, PAY PLANS, AND  
POSITION CLASSIFICATIONS  
CHAPTER I: DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

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PAY PLAN

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## SUBPART A: NARRATIVE

### Section 310.20 Policy and Responsibilities

- a) It is the policy of the State of Illinois to provide fair and reasonable compensation to employees for service rendered.
- b) The policy and procedures expressed herein are controlling in matters of employee pay administration. It shall be the responsibility of each agency head:
  - 1) To submit promptly all proper and required personnel actions with justifications or other notices of changes affecting employee pay or pay status.
  - 2) To cause, within his/her agency, full compliance with all the provisions of this Part.

### Section 310.30 Jurisdiction

All positions of employment in the service of the State of Illinois shall be subject to the provisions of this Part unless specifically excluded now, or hereafter, under Section 4(c) (General Exemptions) or Section 4(d) (Partial Exemptions) of the Personnel Code (Ill. Rev. Stat. 1987, ch. 127, pars. 63(b)101 et. seq.) or other pertinent legislation. Those positions to which jurisdiction of the Personnel Code has been or may be later extended shall also be subject to the provisions of this Part.

### Section 310.40 Pay Schedules

The attached Schedule of Salary Grades (Appendix B), Schedule of Rates (Subpart B), Physician Administrator and Medical Facilities Administrator Rates (Appendix C) and the Merit Compensation System (Subpart C) are hereby made a part of this Part. Each employee subject to this Part, except those whose rates of pay is determined under the Schedule of Rates (Subpart B) or the Merit Compensation System (Subpart C) of this Part, or Section 8(a) of the Personnel Code (Ill. Rev. Stat. 1987, ch. 127, par. 63(b)101 et seq.), shall be paid at a step in the appropriate salary grade in the Schedule of Salary Grades (Appendix B) for the class of position in which he/she is employed.

### Section 310.50 Definitions

The following are definitions of certain terms and are for purposes of clarification as they affect the Schedule of Salary Grades (Appendix B) and Schedule of Rates (Subpart B), only. Subpart C of this Part contains the administrative features of the Merit Compensation System.

"Adjustment in Salary" -- A change in salary rate occasioned by a previously committed error or oversight, or required in the best interest of the State as defined in Subpart A, Sections 310.80 and 310.90 of this Part.

"Base Salary" -- A dollar amount of pay specifically designated in the Schedule of Salary Grades (Appendix B) or Schedule of Rates (Subpart B). Base salary does not include overtime pay or shift differential pay or deductions for time not worked.

"Comparable Classes" -- Two or more classes that are in the same salary grade.

"Creditable Service" -- All service in full or regularly scheduled part-time pay status beginning with the date of initial employment or the effective date of the last salary increase which was at least equivalent to a full step. A new creditable service date will follow an increase of a step or more except for the following actions:

Superior performance increase.

A reevaluation resulting in a salary increase less than a step in the former salary grade.

Reallocation resulting in a salary increase less than a step increase in the former salary grade.

Adjustments as provided for in Section 310.80(f) of this Part, "which are approved to correct errors or oversights." (A new creditable service date will follow Section 310.80(f) adjustments in the best interest of the agency, unless the Director of Central Management Services determines such changes to be inequitable.)

"Demotion" -- The assignment for cause of an employee to a vacant position in a class in a lower salary range than the former class.

"Differential" -- The additional compensation added to the base salary of an employee resulting from conditions of employment imposed on him/her during the normal schedule of work.

"Entrance Salary" -- The initial base salary assigned to an employee upon entering State service.

"Promotion" -- The appointment of an employee, with the approval of the agency and the Department of Central Management Services, to a vacant position in a class in a higher salary grade than the former class.

"Reallocation" -- The change in the classification of an existing position resulting from significant changes in assigned duties and responsibilities.

"Reevaluation" -- The assignment of a different salary grade to a class based upon change in relation to other classes or to the labor market.

"Salary Range" -- The dollar value represented by Steps 1 through 7 of a grade assigned to a class title.

"Satisfactory Performance Increase" -- An upward revision in the base salary from one designated step to the next higher step in the salary grade for that class as a result of having served the required amount of time at the former rate with not less than a satisfactory level of competence. (Satisfactory level of competence shall mean work, the level of which in the opinion of the agency head, is above that typified by the marginal employee.)

"Superior Performance" -- Performance characterized by work results substantially above a satisfactory level.

"Transfer" -- The assignment of an employee to a vacant position having the same salary grade.

"Work Year" -- That period of time determined by the agency and filed with the Department of Central Management Services in accordance with 80 Ill. Adm. Code 303.300 of the Department of Central Management Services rules.

#### Section 310.60 Conversion of Base Salary to Pay Period Units

For purposes of converting a base salary to an amount applicable for one pay period, the following methods of computation shall apply:

- a) An annual base salary shall be divided by the number of pay periods in one assigned year.
- b) A monthly base salary shall be divided by two on a semi-monthly payment schedule or shall be multiplied by twelve and the result divided by the number of pay periods in a work year on a payment schedule other than semi-monthly.
- c) A weekly base salary shall be multiplied by 52 and the result divided by the number of pay periods in a work year.
- d) A daily base salary shall be multiplied by the number of days actually worked in a pay period.
- e) An hourly base salary shall be multiplied by the number of hours actually worked in a pay period.

#### Section 310.70 Conversion of Base Salary to Daily or Hourly Equivalents

For purposes of determining the hourly or daily equivalent of a base salary, the following methods of computation shall apply:

- a) Payment for Vacation and Overtime Credits -- A daily (hourly) equivalent shall be determined by converting the base salary to an annual salary and dividing the result by the number of days (hours) usually worked in a year, according to the agency's normal work schedule as filed with the Department of Central Management Services.
- b) Payment for Fractional Part of a Specific Pay Period -- In those instances in which an employee is to be compensated at a rate that represents a number of work days (hours) that is less than the actual number of work days (hours) in the pay period, the formula to be used is: monthly rate divided by two equals pay period rate; pay period rate divided by days (hours) scheduled equals daily (hourly) rate; daily (hourly) rate multiplied by days (hours) worked equals gross amount earned.
- c) Part-time Work -- Part-time employees whose base salary is other than an hourly or daily basis, shall be paid on a daily rate basis which will be computed from annual rates of salary and the total number of work days in the year.

#### Section 310.80 Increases in Pay

After the effective date of this Part, except as otherwise provided for in this Section, for employees occupying positions in classes that are paid in conformance with the Schedule of Salary Grades (Appendix B) specified herein, increases shall be granted as follows and will become effective the first day of the pay period following the date of approval:

- a) Satisfactory Performance Increase --
  - 1) Each employee who has not attained Step 7 of the relevant salary grade, and whose level of performance has been at a satisfactory level of competence, shall be successively advanced in pay to the next higher step in the salary grade after one year of creditable service in the same class.
  - 2) A satisfactory performance increase shall become effective on the first day of the month within which the required period of creditable service is reached.
  - 3) No satisfactory performance increase may be given after the effective date of separation.
- b) Withholding Satisfactory Performance Increase -- As an inducement toward attainment of satisfactory level of competence, satisfactory performance increases may be withheld from the employee who has not achieved a satisfactory level of performance. Such action must be supported by:

- 1) A performance record showing less than satisfactory performance. This must be prepared by the appropriate supervisor, discussed with the employee and approved by the agency head prior to the date the increase would otherwise become effective. The performance record will not be invalidated by refusal of an employee to sign. In such cases, an explanatory comment shall be made on the record by the supervisor. This record will be preserved by the agency.
- 2) Notice of withholding of satisfactory performance increases to the Department of Central Management Services -- It shall be reported upon completion of action required by (1) above, but not later than the submission of the payroll reflecting the denial of the increase.

c) Redetermination -- A satisfactory performance increase previously withheld shall be granted when the cause for withholding has been eliminated. Redetermination must be made at least annually. In such cases the increases will be effective the first day of the month following date of approval and will be preceded by the preparation and filing of a Performance Record within the agency indicating the attainment of satisfactory level of competence.

d) Superior Performance Increase --

- 1) The head of an agency may grant a superior performance increase to an employee who characteristically carries out his/her work activities in such a way that the results are substantially above a satisfactory level of performance.
- 2) An employee shall be eligible for a superior performance increase after six months continuous service. A minimum of 18 months must elapse between superior performance increases. A superior performance increase shall be for one step in the relevant salary grade.
- 3) A superior performance increase does not affect the creditable service anniversary date. A performance record supporting a superior performance increase award shall be retained by each agency head, and shall be available to the Director of Central Management Services upon request.
- 4) During the fiscal year, the number of superior performance increases in an agency should not exceed one out of five employees.

e) Other Pay Increases --

- 1) Promotion and Reallocation -- Normally upon promotion or reallocation an employee shall be advanced to the lowest step in the new grade which represents at least a full step increase in the former grade. An equivalent of a full step for those employees on Step 7 shall be determined by the value difference between Steps 6 and 7 of the former pay grade. Any deviation requires prior written approval of the Director of Central Management Services. In determining the appropriateness of a request for a special salary treatment by an employing agency, the Director of Central Management Services will consider whether the need for the special salary treatment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request.
- 2) Reevaluation -- If a higher salary grade is assigned to a class, the employee occupying the position in the class shall be advanced to the lowest step in the new grade which represents an increase in pay. If an employee becomes eligible for a satisfactory performance increase as a result of the reevaluation, a one-step increase will be granted immediately.
- 3) Separation & Subsequent Appointment -- Upon separation from a position of a given class and appointment within four calendar days to a position in a higher salary grade, an increase shall be given under the conditions and requirements applicable to promotions.

f) Adjustment -- An employee may receive an upward adjustment in his/her base salary for the purpose of correcting a previous error, oversight or when the best interest of the agency and the State of Illinois will be served. Adjustments must have the prior approval of the Director of Central Management Services. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director of Central Management Services will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request.

Section 310.90 Decreases in Pay

Employees other than those whose base salaries are determined by the Schedule of Rates (Subpart B) shall have their salaries reduced only as specified below and shall become effective the first day of the pay period following date of approval:

- a) Demotion for Cause to a Lower Class -- Upon demotion, the employee's base salary will be reduced to Step 7 of the salary grade for the lower class if the current base salary is in excess thereof, or to the step in the lower salary grade which provides the salary nearest in amount, but less than, the current base salary, except that an employee demoted during a probationary period following promotion will have his/her salary reduced to the step in the lower salary grade which represents the salary had the employee not been promoted, and his/her previous creditable service date will be restored.
- b) Position Reallocation to a Lower Class -- The employee's base salary will be reduced to Step 7 of the lower salary grade, if in excess thereof, or to the step in the lower salary grade nearest in amount to, but in no case more than, the current base salary. However, as provided in Section 8(a) of the Personnel Code, the pay for an employee whose position is reallocated because of loss of duties and responsibilities after his/her appointment to such position, shall not be required to be lowered to an exact step for a period of one year. Where the base salary is identical to an exact step in the lower range, he/she shall be placed on this step with no further reduction required. An employee's creditable service date will not be affected.
- c) Voluntary Reduction to a Lower Class -- Upon the voluntary reduction of an employee to a vacant position in a class having a lower salary grade than the class from which the reduction was made, the employee's base salary will be reduced to Step 7 of the lower salary grade which provides the base salary nearest in amount, but less than, the current base salary, except that an employee who voluntarily requests a reduction to a lower class during a probationary period following promotion will have his/her salary reduced to the step in the salary grade which represents the salary had the employee not been promoted, and his/her previous creditable service date will be restored.
- d) Assignment of a Lower Salary Grade to a Class -- Upon assignment, an employee's base salary will be that step in the new salary grade nearest to, but not greater in amount than, that step being vacated in the former salary grade.
- e) Adjustment -- An employer may receive a downward adjustment in his/her base salary for the purpose of correcting a previous error or oversight or when the best interest of the agency and the State of Illinois will be served. Adjustments must have the prior approval of the Director of Central Management Services in writing. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director of Central Management Services will consider whether the need for the

adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request.

## Section 310.100 Other Pay Provisions

- a) Transfer -- Upon the assignment of an employee to a vacant position in a class with the same salary grade as the class for the position being vacated, the employee's base salary will not be changed. Upon separation from a position of a given class and subsequent appointment to a position in the same salary grade, no increase in salary will be given.
- b) Entrance Salary -- Normally upon original entry to state service, an employee's base salary will be at Step 1 of the salary grade.
  - 1)
    - A) If a candidate possesses directly related training and experience in excess of the minimum requirements of the class specification, the entrance salary may be up to Step 3 as determined by the employing agency. The salary offered should not provide more than a 10% increase over the candidate's current salary.
    - B) Such qualifications above the minimum requirements must possess documented support for higher than the Step 1 entrance salary. An entrance salary higher than Step 3 must have prior approval from the Director of Central Management Services.
  - 2) Area Differential -- For positions where additional compensation is required because of dissimilar economic or other conditions in the geographical area in which such positions are established, a higher entrance step may be authorized by the Director of Central Management Services. Present employees receiving less than the new rate shall be advanced to the new rate.
  - 3) Upon the geographical transfer from or to an area for which additional compensation has been authorized, an employee will receive an adjustment to the appropriate salary level for the new geographical area of assignment effective the first day of the month following date of approval.
- c) Differential and Overtime Pay -- An eligible employee may have an amount added to his/her base salary for a given pay period for work performed which is in excess of the normal requirements for the position and work schedule, as follows:

- 1) Shift Differential Pay -- An employee may be paid an amount in addition to his/her base salary for work performed on a regularly scheduled second or third shift. The additional compensation will be at a rate and in a manner approved by the Department of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
- 2) Overtime Pay --
  - A) The Director of Central Management Services will maintain a list of titles whose incumbents are eligible for overtime at a time and one-half rate for all hours actually worked in excess of the normal work schedule in any given work week. Overtime shall be paid in cash only unless an employee requests compensatory time off at the time and one-half rate. Such request shall be considered and granted or denied by the agency in light of their operating needs. The employee shall make his/her choice known to the agency not later than the end of the work week in which the overtime was earned. If such compensatory time request is granted it shall be taken within the fiscal year it was earned at a time convenient to the employee and consistent with the operating needs of the agency. Accrued compensatory time not used by the end of the fiscal year in which it was earned shall be liquidated and paid in cash at the rate it was earned.
  - B) A list will also be maintained by the Director of Central Management Services of titles whose incumbents are eligible for straight-time overtime. Employees in these classes of positions who are assigned and perform work in excess of the normal work schedule as established by the agency shall be compensated at a straight-time rate on either a cash or compensatory time-off basis, as determined by the agency in light of their operating needs, for all hours worked in excess of a normal work week. Overtime in less than one-half hour increments per day shall not be accrued. If compensatory time is not liquidated within the fiscal year during which it is accrued, it must be liquidated at the end of the fiscal year in cash at the employee's rate of pay in effect at the time of liquidation.

- 3) Incentive Pay -- An employee may be paid an amount in addition to his/her base salary for work performed in excess of the normal work standard as determined by agency management. The additional compensation shall be at a wage rate and in a manner approved by the Director of the Department of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
- 4) Extra Duty Pay -- An employee may be paid an amount in addition to his/her base salary for service in addition to the regular work schedule on a special work assignment. Additional compensation will be at a rate and in a manner approved by the Director of the Department of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

d) Part-time Work -- Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily basis which will be computed from annual rates of salary and the total number of work days in the year.

e) Out-of-State Assignment -- Employees who are assigned to work out-of-state on a temporary basis may receive an appropriate differential during the period of the assignment, as approved by the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

f) Lump Sum Payment -- Shall be provided for accrued vacation and overtime at the current base rate to those employees separated from employment under the Personnel Code. Leaves of absence and lay-off are not separations and therefore lump sum payment cannot be given in these transactions. Method of computation is explained in Section 310.70(a) of this Part.

AGENCY NOTE -- The method to be used in computing lump sum payment for accrued vacation and overtime payment for an incumbent entitled to shift differential during his/her regular work hours will be to use his/her current base salary plus the shift differential pay.

- g) Salary Treatment Upon Return From Leave -- An employee returning from Military Leave, Peace Corps Leave, Vista Leave, Service-Connected Disability Leave, Leave to accept a Temporary, Emergency, Provisional, Exempt or Trainee position, or Educational Leave will be placed on the step which reflects satisfactory performance increases to which he/she would have been entitled during his/her period of leave. Creditable service date will be maintained. An employee returning to his/her former salary grade from any other leave of over fourteen days will be placed at the step on which he/she was situated prior to his/her leave, and his/her creditable service date will be extended by the duration of the leave.
- h) Salary Treatment Upon Reemployment --
  - 1) Upon the reemployment of an employee in a class with the same salary grade as the class for the position held before layoff, the employee will be placed at the same salary step as held at the time of the layoff, and his/her creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
  - 2) Upon the reemployment of an employee in a class at a lower salary range than the range of the class for the position held before layoff, the employee will be placed at the step in the lower salary grade which provides the base salary nearest in amount to, but less than, the current value of the step held at the time of layoff, and his/her creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
- i) Reinstatement -- The salary upon reinstatement of an employee will be as determined by the employing agency and approved by the Director of Central Management Services. This salary should not provide more than a 10% increase over the candidate's current salary or exceed the current value of the salary step held in the position where previously certified. In no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the salary range.

#### Section 310.110 Implementation of Pay Plan Changes, Effective July 1, 1988

- a) Effective July 1, 1988, the rates of pay for all employees occupying positions subject to the Schedule of Salary Grades shall be as set out in Appendix B, Schedule of Salary Grades -- Monthly and Annual Rates of Pay.

b) Extended Service Lump Sum Payment

- 1) Effective July 1, 1979, all employees, except Emergency or Temporary, occupying positions subject to the Schedule of Salary Grades (Appendix B) who have three years of creditable service at Step 7 of their current position classification shall receive an extended service lump sum payment of \$100. Employees reaching three years creditable service on Step 7 shall receive the extended service lump sum payment of \$100. Any employee with an uninterrupted total of three years creditable service at Step 7 of a higher grade and Step 7 of his/her current grade shall also be eligible for such payment. Employees temporarily off the payroll shall be entitled to this payment upon return to the active payroll.
- 2) Effective July 1, 1984, all employees whose positions are subject to Appendix B, Schedule of Salary Grades--Monthly and Annual Rates of Pay, who have five (5) or more years or upon reaching five (5) years of creditable service at Step 7 of their current position classification shall receive a one-time extended service lump sum payment of \$150. Payment shall become effective upon an employee having at least five (5) years or upon reaching their five (5) year anniversary date. Any employee with an uninterrupted total of five (5) years creditable service at Step 7 of a higher grade and Step 7 of his/her current grade shall also be eligible for such payment. Employees temporarily off the payroll shall be entitled to this payment upon return to the active payroll.
- 3) Effective July 1, 1985, all employees whose positions are subject to Appendix B, Schedule of Salary Grades -- Monthly and Annual Rates of Pay, after being eligible to receive the Extended Service Lump Sum Payment as outlined in paragraph b)2), shall twenty-four months from the date they were eligible to receive the \$150 payment shall receive an additional \$200 one-time lump sum payment for such creditable service at Step 7 of the same position classification. Any employee with an uninterrupted total of twenty-four months of creditable service at Step 7, as described, of a higher grade and Step 7 of his/her current grade in the same position classification shall also be eligible for such payment. Employees temporarily off the payroll shall be entitled to this payment upon return to the active payroll.
- 4) After employees who are eligible and have received an increase under this Section as enumerated above, the language in this Section is no longer applicable.

## Section 310.120 Interpretation and Application of Pay Plan

The Director of Central Management Services shall determine the proper interpretation and application of each provision of the Plan. The decision of the Director as to the proper interpretation or application of any such provision shall be final and binding upon all agencies and employees affected thereby, and all agencies and employees shall comply with the Director's decision, in the absence of a written opinion of the Attorney General or a written directive of the Civil Service Commission or a court order declaring the Director's decision to be unlawful.

## Section 310.130 Effective Date

The effective date of this Pay Plan Narrative (Subpart A), Schedule of Rates (Subpart B), and Schedule of Salary Grades (Appendix B), shall be July 1, 1988.

## Section 310.140 Reinstitution of Within Grade Salary Increases

- a) This Pay Plan is hereby modified as required by Section 310.440, to allow for reinstituting within grade salary increases specified in various Sections of this Pay Plan.
- b) Employees who because of the block provision in Section 310.440 did not receive increases between July 1, 1983, and the date of implementation of this Section 310.140 that they normally would have been entitled to shall be given a lump sum payment equal to the difference between what was initially paid and what is specified by the provisions of this Section. The Creditable Service date will be established to reflect that the increase was granted as scheduled prior to the block by Section 310.440.

## Section 310.150 Fiscal Year 1985 Pay Changes in Schedule of Salary Grades, effective July 1, 1984 (Repealed)

## SUBPART B: SCHEDULE OF RATES

### Section 310.205 Introduction

An employee occupying a position for which the rate of pay is determined by one of the methods enumerated in this Subpart shall be paid a wage as specified.

### Section 310.210 Prevailing Rate

The rate of pay for each class and locality certified as being correct by the Director of Labor and approved by the Director of Central Management Services; or, as established under "An Act regulating wages of laborers, mechanics, and other workmen employed in any public work by the state, county, or city or any public body or any political subdivision or by anyone under contract for public works", approved June 26, 1941, as amended (Ill. Rev. Stat. 1981, ch. 48, par. 39(s)-1). The following are prevailing rate classes:

Baker	Painter
Barber	Plasterer
Beautician	Plumber
Brickmason	Roofer
Carpenter	Sewage Plant Operator
Carpenter Foreman	Sign Hanger
Cement Finisher	Sign Hanger Foreman
Electrician	Sign Painter
Highway Construction Equipment Operator	Sign Painter Helper
Laborer	Stationary Engineer
Laborer (Building)	Stationary Fireman
Machinist	Steamfitter
Maintenance Worker (Power Plant)	Teacher of Barbering
Motion Picture Operator	Teacher of Beauty Culture
	Tinsmith
	Trades Tender
	Water Plant Operator

### Section 310.220 Negotiated Rate

- a) The rate of pay for a class in any specific area, agency, or in a specific area for an agency as established and approved by the Director of Central Management Services after having conducted negotiations for this purpose; or, as certified as being correct and reported to the Director of Central Management Services for specified operating and maintenance employees in the State of Illinois Building, Chicago, and by the Director of Labor for designated classifications in the City of Chicago.

- b) An employee occupying a position in a class normally subject to contract, but whose position is excluded from the bargaining unit, shall receive the contract rate and other compensation items specified by the contract, unless another specific provision has been established by the Director of Central Management Services.
- c) As provided in certain collective bargaining agreements, an employee may be paid at an appropriate higher rate when assigned to perform the duties of a higher level position. Eligibility for this pay and the amount thereof will be as provided in the contract.
- d) The negotiated rates of pay for classifications in specified operating agencies shall be as indicated in Appendix A of this Part.

#### Section 310.230 Part-Time Daily or Hourly Special Services Rate

The rate of pay as approved by the Director of Central Management Services for persons employed on a consultative or part-time basis requiring irregular hours of work shall be as listed below, except the total compensation of an employee in any given month shall not exceed the monthly rate of Step 5 of the salary grade for the title as shown in the Schedule of Salary Grades (Appendix B) if the class title is subject to the Schedule of Salary Grades, or Step 5 of the negotiated salary range for classes of positions shown in Section 310.220, Subpart B, Schedule of Rates, or 75% of the maximum rate of those classes of positions subject to the provisions of the Merit Compensation System, Subpart C of this Pay Plan.

Apiary Inspector	\$10 to \$50
Building/Grounds Laborer	\$3.35 to \$5.30 (per hour)
Building/Grounds Lead I	\$3.50 to \$5.00 (per hour)
Building/Grounds Lead II	\$4.50 to \$6.00 (per hour)
Building/Grounds Maintenance Worker	\$5.00 to \$6.00 (per hour)
Chaplain I	\$20 to \$70
Chemist I	\$30 to \$45
Clerk I	\$3.50 to \$4.00 (per hour)
Clerk II	\$42 to \$62
Clerk III	\$45 to \$65
Clerk IV	\$4.00 to \$7.00 (per hour)
Clerk Typist I	\$4.00 to \$4.50 (per hour)
Clerk Typist II	\$4.25 to \$5.00 (per hour)
Conservation Worker	\$3.91 (per hour)
Conservation Worker (2nd season -- site interpretation)	\$4.02 (per hour)
Conservation Worker (3rd season -- site interpretation)	\$4.14 (per hour)
Dentist I	\$70 to \$150
Dentist II	\$100 to \$185
Educator	\$25 to \$60
Educator Aide	\$18 to \$35

Field Inspector	\$26 to \$40
Hearing and Speech Specialist III	\$15 to \$30 (per hour)
Hearings Referee	\$75 to \$200
Janitor I	\$4.73 to \$5.30 (per hour)
Labor Maintenance Lead Worker	\$5.00 to \$6.00 (per hour)
Labor Relations Investigator I	\$35 to \$50
Labor Relations Investigator II	\$40 to \$70
Laboratory Technician II	\$26 to \$40
Laborer (Maintenance)	\$3.35 to \$5.00 (per hour)
Lifeguard	\$3.91 (per hour)
Lifeguard Captain	\$4.02 (per hour)
Maintenance Worker	\$3.50 to \$5.00 (per hour)
Nurse I	\$39 to \$54
Nurse I (2nd or 3rd shift)	\$41 to \$56
Nurse I (Cook County)	\$43 to \$58
Nurse I (Cook Co. 2nd or 3rd shift)	\$44 to \$59
Nurse II	\$43 to \$58
Nurse II (2nd or 3rd shift)	\$44 to \$59
Nurse II (Cook County)	\$45 to \$60
Nurse II (Cook Co. 2nd or 3rd shift)	\$47 to \$62
Occupational Therapist	
Program Coordinator	\$40 to \$160
Optometrist	\$50 to \$160 (daily)
Optometrist	\$15 to \$35 (hourly)
Physician	\$100 to \$300
Physician Specialist (A)	\$100 to \$325 (daily)
Physician Specialist (A)	\$20 to \$60 (hourly)
Physician Specialist (B)	\$100 to \$350 (daily)
Physician Specialist (B)	\$20 to \$70 (hourly)
Physician Specialist (C)	\$100 to \$360 (daily)
Physician Specialist (C)	\$20 to \$75 (hourly)
Physician Specialist (D)	\$100 to \$370 (daily)
Physician Specialist (D)	\$20 to \$85 (hourly)
Podiatrist	\$50 to \$125
Psychologist I	\$35 to \$80
Psychologist II	\$40 to \$125
Psychologist III	\$40 to \$150
Psychologist IV	\$55 to \$175
Recreation Worker I	\$25 to \$40
Recreation Worker I	\$5.33 (per hour)
Social Worker II	\$35 to \$75
Social Worker III	\$35 to \$80
Student Worker	\$3.35 to \$6.00 (per hour)
Tax Examiner	\$53 to \$73
Technical Advisor II	\$20 to \$35 (per hour)
Technical Advisor III	\$30 to \$60 (per hour)
Technical Advisor IV	\$50 to \$80 (per hour)
Veterinarian II	\$95 to \$130 (daily)
Watch Attendant I	\$4.28 to \$4.87 (per hour)

### Section 310.240 Hourly Rate

Rates of pay for employees whose work is of an irregular nature and whose compensation is based on an hourly rate shall be computed as follows:

For classes having salary ranges consisting of 7 steps --

Conversion of the applicable salary step to an annual amount and dividing the result by the number of working hours in a year according to the normal work schedule of that class for the agency.

### Section 310.250 Member, Patient and Inmate Rate

The rates of pay for all members, patients and inmates shall be as decided by the head of the operating agency in accordance with the agency's administrative policy and reported to the Director of the Department of Central Management Services.

### Section 310.260 Trainee Rate

Rates of pay for employees working in Trainee classes or in other classes pursuant to a Trainee Program shall conform to those set forth in the applicable Trainee Program or to salary grades approved for such training classes. Trainee rates will normally be less than the entrance rate for the class for which training is being conducted unless otherwise approved by the Director of Central Management Services.

### Section 310.270 Legislated and Contracted Rate

The rate of pay for employees occupying positions which require payment in accordance with specified rates set forth in legislation or by contract. The positions and rates of pay in this section are as follows:

	<u>Annual Salary</u>
Arbitrator	\$59,000

### Section 310.280 Designated Rate

The rate of pay for a specific position or class of positions where it is deemed desirable to exclude such from the other requirements of this Pay Plan shall be only as designated by the Governor.

#### Department of Alcoholism and Substance Abuse

Executive III (Pos. No. 13853-39-00-400-10-01)	<u>Annual Salary</u> \$46,632
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Banks and Trust Commission

Technical Advisor IV  
(Pos. No. 45254-50-92-300-00-01) Annual Salary  
\$50,000

Department of Central Management Services

Administrative Services Program Executive  
(Pos. No. 00580-37-09-000-00-01) Annual Salary  
\$49,632

Executive IV  
(Pos. No. 13854-37-00-500-00-01) Annual Salary  
\$45,780

Executive Press Photographer  
(Pos. No. 14000-37-03-115-10-01) Annual Salary  
\$31,896

Technical Advisor V  
(Pos. No. 45255-37-70-000-09-35) Annual Salary  
\$55,956

Information System Specialist II  
(Pos. No. 21212-37-10-120-00-01) Annual Salary  
\$50,160

Department of Commerce and Community Affairs

Executive IV  
(Pos. No. 13854-42-20-600-00-01) Annual Salary  
\$41,040

Executive V (Pos. No. 13855-42-00-000-00-01) Annual Salary  
\$45,000

Executive V (Pos. No. 13855-42-00-000-06-01) Annual Salary  
\$48,000

Executive V (Pos. No. 13855-42-00-000-00-03) Annual Salary  
\$55,000

Commerce & Community Affairs Program Executive  
(Pos. No. 08400-42-00-100-00-01) Annual Salary  
\$64,900

Commerce & Community Affairs Program Executive  
(Pos. No. 08400-42-10-000-00-01) Annual Salary  
\$63,036

Commerce & Community Affairs Program Executive  
(Pos. No. 08400-42-40-000-00-01) Annual Salary  
\$64,000

Executive V (Pos. No. 13855-42-00-000-00-04) Annual Salary  
\$26,000 (part time)

Department of Conservation

Executive III  
(Pos. No. 13853-12-31-600-00-01) Annual Salary  
\$49,000

Department of Corrections

Executive IV  
(Pos. No. 13854-29-13-500-00-01) Annual Salary  
\$41,256

Health Care Cost Containment Council

Executive V  
(Pos. No. 13855-50-72-000-00-01) Annual Salary  
\$60,420

Department of Historic Preservation

Executive V  
(Pos. No. 13855-48-00-000-00-01) Annual Salary  
\$55,000

Illinois Arts Council

Executive Director of the Ill. Arts Council  
(Pos. No. 13868-50-90-000-00-01) Annual Salary  
\$55,000

Department of Insurance

Deputy Director  
(Pos. No. 12200-14-00-000-00-01) Annual Salary  
\$68,496

Department of Mental Health and Developmental Disabilities

Administrative Assistant III  
(Pos. No. 00503-22-30-371-00-01) Annual Salary  
\$33,000

Mental Health Program Executive  
(Pos. No. 26895-22-15-001-00-01) Annual Salary  
\$53,524

Pharmacist IV  
(Pos. No. 32004-22-59-914-10-01) Annual Salary  
\$45,000

Physician Administrator II  
(Pos. No. 32212-22-15-600-00-01) Annual Salary  
\$90,000

Program Policy Advisor  
(Pos. No. 34670-22-15-420-00-02) Annual Salary  
\$39,672

Department of Public Aid

Administrative Assistant IV  
(Pos. No. 00504-33-00-000-20-11) Annual Salary  
\$50,004

Executive V  
(Pos. No. 13855-33-00-400-00-01) Annual Salary  
\$58,000

Department of Public Health

Technical Advisor V  
(Pos. No. 45255-20-02-000-00-81)

Annual Salary  
\$58,000

Department of Revenue

Revenue Senior Special Agent  
(Pos. No. 38557-25-24-110-10-02)

Annual Salary  
\$44,643

Department of State Police

Executive V  
(Pos. No. 13855-21-10-000-40-01)

Annual Salary  
\$55,615

Executive V  
(Pos. No. 13855-21-10-000-50-01)

Annual Salary  
\$55,615

Section 310.290 Out of State or Foreign Service Rate

The rate of pay for employees occupying positions which require payment in accordance with the economic conditions and social legislation of another state or foreign country. An adjustment may be made to the salary of an employee stationed in a foreign country to compensate for a change in the currency exchange rate. The Director of the Department of Central Management Services will, before approving an adjustment, consider the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

<u>Title</u>	<u>Range</u>	
		<u>Effective Fiscal Year 1989</u>
Account Technician I (Texas/California/Ohio) (New Jersey)	\$1608 - 2025 1817 - 2289	
Accounting and Fiscal Administration Career Trainee (Texas/California/Ohio) (New Jersey)	1825 - 2336 2063 - 2640	
Clerk Typist I (Foreign Service)	1282 - 1549	
Clerk Typist III (Texas/California/Ohio) (New Jersey)	1401 - 1718 1583 - 1942	
Foreign Service Economic Development Executive I	2521 - 4217	
Foreign Service Economic Development Executive II	3268 - 5546	
Foreign Service Economic Development Representative	2170 - 3507	
Revenue Audit Supervisor (Texas/California/Ohio) (New Jersey)	2869 - 4884 2868 - 5521	
Revenue Auditor I (Texas/California/Ohio) (New Jersey)	2190 - 2866 2475 - 3240	

<u>Title (continued)</u>	<u>Range</u>
	<u>Effective Fiscal Year 1989</u>
Revenue Auditor II (Texas/California/Ohio) (New Jersey)	2422 -3187 2738 -3602
Revenue Auditor III (Texas/California/Ohio) (New Jersey)	2699 -3582 3051 -4528
Revenue Deputy Regional Administrator (Texas/California/Ohio) (New Jersey)	3044 -5227 3044 -5909
Secretary I (Texas/California/Ohio) (New Jersey)	1608 -2025 1817 -2289

#### Section 310.300 Education Rate

The rates of pay for employees occupying or appointed to an Educator or a Rehabilitation Teacher position shall be as determined in the following paragraphs of this Section and as shown in Appendix A, Table Y, of this Part.

- a) Selection of the appropriate salary schedule shall be based on the institutional school year.
- b) Selection of the appropriate salary lane will be based on application of paragraph (a) above, and the level of academic status attained by the incumbent that relates to the educational programs of the employing agency. All hours beyond bachelor's level must be approved by the agency as applicable to their programs.
- c) All provisions of Subpart A of this Part, with the exception of Section 310.100, shall apply to incumbents of the Educator or Rehabilitation Teacher Positions.
- d) Upon furnishing evidence of the satisfactory completion of required course work, the employee shall be advanced in pay to the same numbered step in the appropriate salary lane. Such increases in the rate of pay shall be effective on the first day of the pay period following approval.

#### Section 310.310 Physician Specialist Rate

Upon furnishing evidence of American Board Certification in accordance with the requirements provisions of the class specification for Physician Specialist, an incumbent shall advance from a step in the residency option to the same numbered step of the certification option of their speciality. Such increase in the rate of pay shall be effective on the first day of the pay period following the date of approval.

Section 310.320 Annual Compensation Ranges for Executive Director and Assistant Executive Director, State Board of Elections

As provided in P.A. 83-0941 and subject to Section 8a(2) of the Personnel Code (Ill. Rev. Stat. 1987, ch. 127, par. 63b108a(2)), the State Board of Elections shall determine the annual compensation of its Executive Director and Assistant Executive Director consistent with the following:

Executive Director

Annual Salary  
Equivalent to Salary  
Range MC 15 as set  
forth in 310.Appendix D

Assistant Executive Director

Equivalent to Salary  
Range MC 13 as set  
forth in 310.Appendix D

Section 310.330 Excluded Classes Rate (Repealed)

## SUBPART C: MERIT COMPENSATION SYSTEM

### Section 310.410 Jurisdiction

The Merit Compensation System shall apply to all classes of positions so designated in the ALPHABETIC INDEX OF POSITION TITLES.

### Section 310.420 Objectives

The principal objectives of the Merit Compensation System are:

- a) To provide for recognition of and reward for differences in individual employee performance.
- b) To provide standard methods and procedures for establishing and applying rates of pay.
- c) To insure internal equity and consistency within and between departments and agencies at all locations of the state.
- d) To establish and maintain fair and competitive salary ranges consistent with the economic interests of the State of Illinois.

### Section 310.430 Responsibilities

- a) It shall be the responsibility of each agency head:
  - 1) To cause, within the agency, full compliance with all provisions of the Merit Compensation System.
  - 2) To submit promptly all proper and required personnel actions with justifications or other notices of changes affecting employee pay or pay status.
- b) It shall be the responsibility of the Department of Central Management Services:
  - 1) To develop procedures and techniques as required for the implementation and for the standardization of the application of the Merit Compensation System.
  - 2) To develop and maintain classification standards and salary range rankings for all positions subject to the System.
  - 3) To review and approve employees' rates of pay and personnel changes for compliance with established policy and procedures.

## Section 310.440 Merit Compensation Salary Schedule

- a) The Merit Compensation Salary Schedule attached at the end of the Pay Plan as Appendix D is hereby made a part of the Merit Compensation System.
- b) The Salary Schedule shall consist of a series of salary ranges, each composed of a minimum, midpoint, maximum and merit pay zone.

## Section 310.450 Procedures for Determining Annual Merit Increases

- a) An annual merit increase is an in-range salary adjustment for demonstrated performance.
- b) Eligibility for an annual merit increase shall be determined by the following conditions:
  - 1) Each employee will be eligible for a merit review after attaining 12 months creditable service. The employee's immediate supervisor shall prepare an Individual Development and Performance Evaluation form prior to the Performance Review Date, and discuss the results with the employee.
  - 2) Should the Individual Development and Performance review result in the employee not being eligible for an annual merit increase due to provisions of Section 310.450(d), or should the employee's base rate be at the maximum rate of pay of the salary range assigned to the employee's position, the employee will not be eligible for an annual merit increase until 12 months of additional creditable service has been accrued.
- c) Based upon the results of the Individual Development and Performance Evaluation, the employees' immediate supervisor shall determine whether the employee's performance warrants or does not warrant an annual merit increase.
- d) The amount of an annual merit increase recommendation shall be determined by use of the Merit Increase Guidechart of Section 310.540 if the employee's Individual Development and Performance Evaluation has on the Performance Review Date been evaluated at Category 3 or higher level. An employee whose Individual Development and Performance Evaluation has, on the Performance Review Date been evaluated at Category 4 shall not receive an increase in the present base salary. However, in no event is the resulting salary to be lower than the minimum or higher than the maximum rate of pay of the respective salary range assigned to the employee's position.

- e) The employee's immediate supervisor shall prepare a Performance Certification and Salary Increase Recommendation form, indicating whether or not the employee is eligible for an annual merit increase and the amount thereof.
- f) The employee's immediate supervisor shall forward the Individual Development and Performance Evaluation records and Performance Certification and Salary Increase Recommendation records to the agency head or a designated authority for review and approval.
- g) Annual merit increases in pay shall become effective the first day of the month in which the employee's Performance Review Date occurs.

#### Section 310.455 Intermittent Merit Increase

- a) An Intermittent Merit Increase may be proposed by a supervisor when one of the following conditions have been met: Outstanding performance of a substantial project; outstanding performance by a manager or supervisor that greatly improves operating efficiency; performance significantly beyond standards for a sustained period. The supervisor must document the circumstances justifying the merit increase.
- b) An Intermittent Merit Increase may be awarded in any whole dollar amount up to 5% of current base salary. An Intermittent Merit Increase may be awarded to an employee not more often than once in a six month period.
- c) The increase must have the prior approval of the agency Director and the Director of Central Management Services.

#### Section 310.456 Merit Zone

- a) The salary ranges shall be extended, effective July 1, 1988, as set forth in Appendix D of the Pay Plan to provide additional salary potential for employees near their normal maximum rates.
- b) Employees' salaries may be advanced into the Merit Zone only by an annual rating of "Significantly Surpasses Objectives" or by an Intermittent Merit Increase.

#### Section 310.460 Other Pay Increases

- a) Promotion

Normally upon promotion an employee shall be advanced in salary by an amount equivalent to between 8 and 15 percent of the current base salary. In no event is the resulting salary to be lower than the

minimum rate of the salary range to which the employee is being promoted or greater than the maximum of the new salary range. Upon promotion the employee shall receive a new creditable service date.

b) Reallocation

Upon reallocation, an employee shall be advanced in salary to a rate of pay that is the equivalent of 5 percent above the current base salary. However, in no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the new salary range. A reallocation will not affect the creditable service date of the employee, unless an increase of 10% or greater is provided to move the employee to the minimum salary of the new title.

c) Reevaluation

If a higher salary range is assigned to a class, the employee occupying a position in the class normally shall be advanced the equivalent of 5 percent of the current base salary. However, in no event is the resulting salary to be lower than the minimum or higher than the maximum rate of the new salary range. The creditable service date of an employee will not be changed due to the reevaluation of the class the employee occupies, unless an increase of 10% or greater is provided to move the employee to the minimum salary of the new range.

d) Separation and Subsequent Appointment

Upon separation from a position of a given class and appointment within four calendar days to a position in a higher salary range, an increase shall be given under the conditions and requirements applicable to promotions, paragraph (a) above.

#### Section 310.470 Adjustment

An employee may receive an upward adjustment in base salary for the purpose of correcting a previous error or oversight or, when the best interests of the agency and the State of Illinois will be served. Such adjustments must have the prior approval of the Director of Central Management Services. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director of Central Management Services will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request.

## Section 310.480 Decreases in Pay

Employees subject to this Part shall have their salaries reduced only as specified below. Any reduction in salary shall become effective on the first day of the month following approval of the reduction.

- a) Demotion for Cause to a Lower Class -- If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess thereof. An employee demoted during a probationary period following promotion will have the base salary reduced to the same salary the employee received before being promoted and the previous creditable service date will be restored.
- b) Position Reallocated to a Lower Class -- If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess thereof. However, as provided in Section 8(a) of the Personnel Code, the pay of an employee whose position is reallocated because of duties and responsibilities after appointment to such position shall not be required to be lowered to a salary within the range for a period of one year.
- c) Voluntary Reduction to a Lower Class -- If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess thereof. However, an employee who voluntarily requests a reduction during a probationary period following a promotion will have the base salary reduced to the same salary in the lower salary range from which the employee was promoted and the previous creditable service date will be restored.
- d) Assignment of a Lower Salary Range to a Class -- If the employee's current base salary is within the lower salary range, it shall be retained without change, but shall be reduced to the maximum of the lower salary range if in excess thereof.
- e) Adjustment -- An employee may receive a downward adjustment in base salary for the purpose of correcting a previous error or oversight or when the best interest of the agency or the State of Illinois will be served. Adjustments must have the prior approval of the Director of Central Management Services in writing. In determining the appropriateness of a request for a salary adjustment by an employing agency, the Director of Central Management Services will consider whether the need for the adjustment is substantial, whether the action is consistent with the treatment of other similar situations, and whether the action is equitable in view of the particular circumstances prompting the request.

## Section 310.490 Other Pay Provisions

- a) Transfer -- Upon assignment of an employee to a vacant position in a class with the same salary range as the class for the position being vacated, the employee's base salary will not be changed. Upon separation and subsequent appointment to a position in the same salary range, no increase in salary will be given.
- b) Entrance Salary -- Normally upon entry to state service, an employee's base salary will be at the minimum salary of the salary range.
  - 1)
    - A) If a candidate possesses directly related training and experience in excess of the minimum requirements of the class specification, the employing agency may grant an entrance salary up to the midpoint of the first half of the salary range; however, this shall not provide more than a 10% increase over the candidate's current salary. Such qualifications above the minimum requirements must possess documented support for higher than the minimum entrance salary.
    - B) An entrance salary above the middle of the first half of the salary range must have prior approval of the Director of Central Management Services. This approval will be based on consideration of the candidate's training and experience exceeding the requirements of the class, prior salary history, particular staffing requirements of an agency, and labor market influence on recruitment needs.
  - 2) Area differential -- For positions where additional compensation is required because of dissimilar economic or other conditions in the geographical area in which such positions are established, a higher entrance salary may be authorized by the Director of Central Management Services. Present employees receiving less than the new rate of pay shall be advanced to the new rate.
  - 3) Upon the geographical transfer from or to an area for which additional compensation has been authorized, an employee will receive an adjustment to the appropriate salary level for the new geographical area of assignment, effective the first day of the month following the date of assignment.
- c) Differential and Overtime Pay -- An eligible employee may have an amount added to the base salary for a given pay period for work performed which is in excess of the normal requirements for the position and work schedule, as follows:

- 1) Shift Differential Pay -- An employee may be paid an amount in addition to the base salary for work performed on a regularly scheduled second or third shift. The additional compensation will be at a rate and in a manner approved by the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.
- 2) Overtime Pay -- The Director of the Department of Central Management Services shall maintain a listing of classes of positions subject to the provisions of the Merit Compensation System who are eligible for overtime compensation. Classes in salary ranges MC 6 and below are eligible for straight-time overtime unless exceptions are determined by the Director of Central Management Services. Classes above MC 6 may be added to the list when requested by an agency and approved by the Director of Central Management Services in consideration of need of the agency and relationship to eligible titles. Employees in these classes of positions who are assigned and perform work in excess of the normal work schedule as established by the agency shall be compensated at a straight-time rate on either a cash or compensatory time-off basis for all hours worked in excess of a normal work week. Overtime in less than one-half hour increments per day shall not be accrued. If compensatory time is not liquidated within the fiscal year during which it is accrued, it must be liquidated at the end of the fiscal year in cash at the employee's rate of pay in effect at the time of liquidation. Any exception to the above provisions for overtime compensation shall be approved by the Director of the Department of Central Management Services. Such exceptions must be requested by the employing agency and will be determined on the basis of the special nature of the situation, a substantial need to provide overtime compensation and a significant number of hours worked beyond the normal work schedule, and will be granted only for a specified time period for which the special situation is expected to exist.

- d) Part-Time Work -- Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily rate basis which will be computed from annual rates of salary and the total number of work days in the year.
- e) Out-of-State Assignment -- Employees who are assigned to work out-of-state on a temporary basis may receive an appropriate differential during the period of the assignment, as approved by the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this

provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

f) Lump Sum Payment -- Shall be provided for accrued vacation and overtime at the current base rate to those employees separated from employment under the Personnel Code. Leaves of absence and layoff are not separations and therefore lump sum payments cannot be given in these transactions. Methods of computation are explained in Section 310.520(a) of the Merit Compensation System.

AGENCY NOTE: The method to be used in computing lump sum payment for vacation and overtime payment for an incumbent entitled to shift differential during the regular work hours will be to use the current base salary plus the shift differential pay.

g) Salary Treatment Upon Return From Leave -- An employee returning from Military Leave, Peace Corps Leave, Vista Leave, Service-Connected Disability Leave, Leave to accept a Temporary, Emergency, Provisional, Exempt or Trainee position, or Educational Leave will have his/her salary established as determined appropriate by the employing agency and approved by the Director of Central Management Services. However, in no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the salary range. Creditable service date will be maintained. An employee returning to his/her former salary range from any other leave of over fourteen days will be placed at the salary which the employee received prior to the leave and the creditable service date will be extended by the duration of the leave.

h) Employees in classes which are made subject to the Merit Compensation System after July 1, 1979, will retain their current salary, except that in no event is the resultant salary to be lower than the minimum rate or higher than the maximum rate of the new salary range.

i) Extra Duty Pay -- An employee may be paid an amount in addition to the base salary for services in addition to the regular work schedule on a special assignment. Additional compensation will be at a rate and manner as approved by the Director of Central Management Services. The Director of Central Management Services will approve the manner and rate of this provision after considering the need of the employing agency, the treatment of other similar situations, prevailing practices of other employers, and the equity of the particular circumstances.

j) Salary Treatment Upon Reemployment --

1) Upon the reemployment of an employee in a class with the same salary range as the class for the position held before layoff,

the employee will be placed at the same salary as held at the time of the layoff, and his creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.

- 2) Upon the reemployment of an employee in a class at a lower salary range than the range of the class for the position held before layoff, the employee will be placed at the same salary as held at the time of layoff, except that if this exceeds the maximum of the new range, the employee will be placed at that maximum salary. The creditable service date will be adjusted to reflect that time on layoff does not count as creditable service time.
- k) **Reinstatement** -- The salary upon reinstatement of an employee will be as determined by the employing agency and approved by the Director of Central Management Services. This salary should not provide more than a 10% increase over the candidate's current salary, or exceed the salary rate held in the position where previously certified. In no event is the resulting salary to be lower than the minimum rate or higher than the maximum rate of the salary range.

#### Section 310.500 Definitions

The following are definitions of certain terms and are for purposes of clarification as they affect the Merit Compensation System only.

**"Adjustment in Salary"** -- A change in salary occasioned by previously committed error or oversight, or required in the best interest of the agency or the state as defined in Sections 310.470 and 310.480 of this Subpart.

**"Base Salary"** -- The dollar amount of pay of an employee as determined under the provisions of the Merit Compensation System. Base salary does not include overtime pay or shift differential pay or deductions for time not worked.

**"Creditable Service"** -- All service in full or regularly scheduled part-time pay status beginning with the date of initial employment or the effective date of the last in-grade or promotional salary increase. Reevaluations and reallocations will not affect the creditable service date. Adjustments (Section 310.470) "for the purpose of correcting a previous error or oversight" shall not result in a change in the creditable service date; however, adjustments in "the best interests of the agency" shall result in a new creditable service date unless the Director of the Department of Central Management Services determines such changes to be inequitable.

"Comparable classes" -- Two or more classes that are in the same Salary Range.

"Demotion" -- The assignment for cause of an employee to a vacant position in a class in a lower salary range than the former class.

"Differential" -- The additional compensation added to the base salary of an employee resulting from conditions of employment imposed during the normal schedule of work.

"Entrance Salary" -- The initial base salary assigned to an employee upon entering State service.

"Maximum Rate of Pay" -- The highest rate of pay for a given salary range.

"Midpoint Salary" -- The rate of pay that divides the rate range of a salary range into two equal parts.

"Minimum Rate of Pay" -- The lowest rate of pay for a given salary range. Normally the minimum rate of pay represents the salary to be paid a qualified employee who is appointed to a position in a class assigned to a given salary range.

"Performance Review" -- The required review of an employee's on-the-job performance as measured by a specific set of criteria.

"Performance Review Date" -- The date on which the annual merit increase must be made effective if a performance review indicates it is appropriate. Actual performance review procedures are to be completed prior to the effective date of any recommendation to allow sufficient time for the records to be processed by the originating agency.

"Promotion" -- The appointment of an employee, with the approval of the agency and the Department of Central Management Services to a vacant position in a class in a higher salary range than the former class.

"Reallocation" -- The change in the classification of a position resulting from significant changes in assigned duties and responsibilities.

"Reevaluation" -- The assignment of a different salary range to a class of positions based upon a change in relation to other classes or to the labor market.

"Salary Range" -- The dollar values encompassed by the minimum and maximum rates of pay of a salary range assigned to a class title.

"Transfer" -- The assignment of an employee to a vacant position in a class having the same salary range.

"Work Year" -- That period of time determined by the agency and filed with the Department of Central Management Services in accordance with the Rule 303.300 of the Department of Central Management Services.

#### Section 310.510 Conversion of Base Salary to Pay Period Units

For purposes of converting a base salary to an amount applicable for one pay period, the following methods of computation shall apply:

- a) An annual base salary shall be divided by the number of pay periods in one assigned year.
- b) A monthly base salary shall be divided by two on a semi-monthly payment schedule, or shall be multiplied by twelve and the results divided by the number of pay periods in a work year on a payment schedule other than semi-monthly.
- c) A weekly base salary shall be multiplied by 52 and the result divided by the number of pay periods in a work year.
- d) A daily base salary shall be multiplied by the number of days actually worked in a pay period.
- e) An hourly base salary shall be multiplied by the number of hours actually worked in a pay period.

#### Section 310.520 Conversion of Base Salary to Daily or Hourly Equivalents

For purposes of determining the hourly or daily equivalent of a base salary, the following methods of computation shall apply:

- a) Payment for Vacation and Overtime Credits -- A daily (hourly) equivalent shall be determined by converting the base salary to an annual salary and dividing the result by the number of days (hours) usually worked in a year, according to the agency's normal work schedule as filed with the Department of Central Management Services.
- b) Payment for Fractional Part of a Specific Pay Period -- In those instances in which an employee is to be compensated at a rate that represents a number of work days (hours) that is less than the actual number of work days (hours) in the pay period, the formula to be used is: monthly rate divided by two equals pay period rate; pay period rate divided by days (hours) scheduled equals daily (hourly) rate; daily (hourly) rate multiplied by days (hours) worked equals gross amount earned.

c) Part-Time Work -- Part-time employees whose base salary is other than an hourly or daily basis shall be paid on a daily rate basis which will be computed from annual rates of salary and the total number of work days in the year.

#### Section 310.530 Implementation

- a) The salary schedule for the Merit Compensation System for Fiscal Year 1989 is increased and set forth in Appendix D of the Pay Plan.
- b) The Merit Increase Guidechart for Fiscal Year 1989 is as set forth in Section 310.540 of the Pay Plan.
- c) Any employee with a July 1, 1988 performance review date who received a salary payment that did not reflect use of the Merit Increase Guidechart for Fiscal Year 1989 as set out in Section 310.540, shall receive a lump sum payment equal to the difference between what was initially paid and what is determined to be appropriate by use of the Merit Increase Guidechart.

#### Section 310.540 Annual Merit Increase Guidechart

Effective July 1, 1988

<u>Category</u>	<u>Definition</u>	<u>Allowable Increase</u>
Category 1	Significantly surpasses objectives	5% - 8%
Category 2	Fully accomplishes objectives	2% - 5%
Category 3	Marginally accomplishes objectives	2%
Category 4	Unacceptable accomplishment of objectives	0%

#### Section 310.550 Fiscal Year 1985 Changes in Merit Compensation System, effective July 1, 1984 (Repealed)

APPENDIX A  
Negotiated Rates of Pay

Section 310. TABLE A HR-190 (Department of Central Management Services --  
State of Illinois Building -- SEIU)

Elevator Operator	02-02-87	\$1583.40	\$1618.20	\$1635.60
	02-01-88	\$1635.60	\$1653.00	\$1670.40
Janitor I		09-29-86	\$1487.70	
		02-02-87	\$1531.20	
		02-01-88	\$1566.00	
Janitor II		09-29-86	\$1487.70	
		02-02-87	\$1531.20	
		02-01-88	\$1566.00	
Guard I		11-25-85	\$1392.00	

Section 310. TABLE B HR-200 (Department of Labor -- Chicago, ILLinois -- SEIU)

Elevator Operator	02-02-87	\$1583.40	\$1618.20	\$1635.60
	02-01-88	1635.60	1653.00	1670.40

Section 310. TABLE C RC-069 (Firefighters, AFSCME)

Effective: July 1, 1988

			S	T	E	P	S	
	1	2	3	4	5	6	7	
Facility Assistant Fire Chief	1559	1622	1682	1747	1813	1877	1985	
Facility Fire Safety Coordinator	1559	1622	1682	1747	1813	1877	1985	
Facility Firefighter	1444	1493	1552	1604	1661	1716	1806	

Section 310. TABLE D HR-001 (Teamsters Local #726)

A) Department of Transportation - Division of Highways - Emergency Patrol - Northeast Region - (Cook)

	<u>July 1, 1988</u>	
	<u>Mo.</u>	<u>Hr.</u>
Highway Maintenance Equipment Operator	\$2528	\$14.53
Highway Maintenance Lead Worker	2657	15.27
Highway Maintenance Lead Worker (Lead Lead Worker)	2707	15.56
Maintenance Worker	2472	14.21

B) Department of Public Health - Northeast Region - (Cook)

	<u>July 1, 1988</u>	
	<u>Mo.</u>	<u>Hr.</u>
Maintenance Worker	\$2306	\$13.25

C) Department of Transportation - Division of Highways - Northeast Region - (Cook)

	<u>July 1, 1988</u>	
	<u>Mo.</u>	<u>Hr.</u>
Heavy Construction Equipment Operator	\$2552	\$14.67
Highway Maintenance Equipment Operator	2453	14.10
Highway Maintenance Equipment Operator (Tractor Mower)	2453	14.10
Highway Maintenance Lead Worker	2582	14.84
Highway Maintenance Lead Worker (Lead Lead Worker)	2632	15.13
Highway Maintainer	2453	14.10
Laborer (Maintenance)	2361	13.57
Maintenance Worker	2397	13.78

D) Departments of Central Management Services, Children and Family Services, Employment Security, Labor, Mental Health & Developmental Disabilities, Public Aid, Public Health, Rehabilitation Services - Northeast Region - (Cook)

	<u>July 1, 1988</u>	
	<u>Mo.</u>	<u>Hr.</u>
Maintenance Equipment Operator	\$2453	\$14.10

E) Departments of Central Management Services and Mental Health & Developmental Disabilities - Northeast Region - (Cook)

	<u>July 1, 1988</u>	
	<u>Mo.</u>	<u>Hr.</u>
Grounds Supervisor	\$2339	\$13.44
Maintenance Worker	2306	13.25
Maintenance Equipment Operator (Tractor Trailer)	2514	14.45
Grounds Supervisor (Supervising Tractor Trailer Drivers)	2539	14.59

Section 310. TABLE E RC-020 (Teamsters Local #330)

A) Departments of Central Management Services, Children and Family Services, Corrections, Labor, Mental Health/Developmental Disabilities - (Counties of DuPage, Kane, Kankakee, Kendall, Lake, McHenry and Will)

	<u>July 1, 1988</u>	
	<u>Mo.</u>	<u>Hr.</u>
Maintenance Equipment Operator	\$2453	\$14.10

B) Department of Transportation - Division of Highways - (Counties of DuPage, Kane, Kankakee, Kendall, Lake, McHenry and Will)

	<u>July 1, 1988</u>	
	<u>Mo.</u>	<u>Hr.</u>
Bridge Mechanic	\$2486	\$14.29
Bridge Tender	2285	13.13
Highway Maint Equip Operator	2453	14.10
Highway Maint Lead Worker	2582	14.84
Highway Maint Lead Worker (Lead Lead Wkr.)	2632	15.13
Highway Maintainer	2453	14.10
Janitor I	2160	12.41
Janitor II	2191	12.59
Labor Maintenance Lead Worker	2417	13.89
Laborer (Maintenance)	2361	13.57
Maintenance Worker	2397	13.78
Power Shovel Operator (Maint)	2453	14.10
Security Guard I	2187	12.57
Security Guard II	2235	12.84
Silk Screen Operator	2507	14.41

C) Department of Central Management Services - Division of Vehicles - (Counties of DuPage, Kane, Kankakee, Kendall, Lake, McHenry and Will)

	<u>July 1, 1988</u>	
	<u>Mo.</u>	<u>Hr.</u>
Janitor I	\$2160	\$12.41
Janitor II	2191	12.59
Maintenance Worker	2397	13.78
Security Guard I	2187	12.57
Security Gaurd II	2235	12.84

Section 310. TABLE F RC-019 (Teamsters Local #25)

A) Department of Transportation - Division of Highways - Downstate - (All Counties Other Than Cook, DuPage, Kane, Kankakee, Kendall, Lake, McHenry and Will)

	July 1, 1988
	Mo. Hr.
Bridge Mechanic	\$2486 \$14.29
Bridge Tender	2285 13.13
Deck Hand	2258 12.98
Ferry Operator I	2483 14.27
Ferry Operator II	2533 14.56
Highway Maint Equip Opr	2453 14.10
Highway Maint Lead Worker	2582 14.84
Highway Maint Lead Worker (Lead Lead Wkr.)	2632 15.13
Highway Maintainer	2453 14.10
Janitor I (incl. Off. of Admin.)	2160 12.41
Janitor II (incl. Off. of Admin.)	2191 12.59
Laborer (Maintenance)	2361 13.57
Labor Maint Lead Worker	2417 13.89
Maintenance Worker (incl. Off. of Admin.)	2397 13.78
Power Shovel Operator(Maint.)	2453 14.10
Security Guard I (incl. Off. of Admin)	2187 12.57
Security Guard II (incl. Off. of Adm)	2235 12.84
Silk Screen Operator	2507 14.41

B) Department of Central Management Services - Division of Vehicles - Downstate - (All Counties Other Than Cook, DuPage, Kane, Kankakee, Kendall, Lake, McHenry and Will)

	July 1, 1988
	Mo. Hr.
Janitor I	\$2160 \$12.41
Janitor II	2191 12.59
Maint Equip Opr(all Div.)	2453 14.10
Maintenance Worker	2397 13.78
Security Guard I	2187 12.57
Security Guard II	2235 12.84

C) Department of Mental Health/Developmental Disabilities - Lincoln State School

Laborer (Maintenance)

July 1, 1988  
Mo.      Hr.  
\$2361    \$13.57

D) Departments of Children and Family Services, Corrections, Labor, Law Enforcement, Mental Health/Developmental Disabilities; Public Aid, Rehabilitation Services, Veterans' Affairs - Downstate - (All Counties Other Than Cook, DuPage, Kane, Kankakee, Kendall, Lake, McHenry and Will)

Maintenance Equip Opr

July 1, 1988  
Mo.      Hr.  
\$2453    \$14.10

E) Department of Transportation - Division of Highways - Emergency Patrol - District #8

Highway Maint Equip Opr  
Highway Maint Lead Worker

July 1, 1988  
Mo.      Hr.  
\$2528    \$14.53  
              2657    15.27

Section 310. TABLE G RC-045 (Automotive Mechanics, ISEA)

A) Departments of Central Management Services and Transportation - Northeast Region - (Cook)

	<u>July 1, 1988</u>
	<u>Mo.</u>
Auto & Body Repairer	\$2403
Automotive Attendant	1324
Automotive Mechanic	2403
Automotive Mechanic's Helper	2227
Automotive Parts Warehouser I	2260
Automotive Parts Warehouser II	2305
*Storekeeper I	2260
*Storekeeper II	2305

\*Serving as Automotive Parts Warehousers in Cook County.

B) Departments of Central Management Services, Conservation, Corrections and Transportation - (All other Counties except Cook)

	<u>Feb. 1, 1988</u>	<u>July 1, 1988</u>	<u>Feb. 1, 1989</u>
	<u>Mo.</u>	<u>Mo.</u>	<u>Mo.</u>
Auto & Body Repairer	\$2190	\$2300	\$2325
Automotive Attendant	1284	1324	1324
Automotive Mechanic	2190	2300	2325
Automotive Mechanic's Helper	1925	2035	2060
Automotive Parts Warehouser I	1930	2040	2065
Automotive Parts Warehouser II	2116	2226	2251
Automotive Parts Warehouser III	2168	2303	2303
Small Engine Mechanic	1875	1985	1985

## Section 310.TABLE H RC-006 (Corrections Employees, AFSCME)

Effective: July 1, 1988

	S T E P S						
	1	2	3	4	5	6	7
COMMISSARY CLERK	1215	1255	1293	1334	1376	1416	1487
COMMISSARY MANAGER I	1255	1294	1341	1382	1423	1468	1538
CORRECTIONAL OFFICER	1637	1705	1775	1847	1917	1989	2099
CORRECTIONAL OFFICER TRAINEE	1398	1450	1507	1560	1619	1675	1761
CORRECTIONAL SERGEANT	1794	1873	1951	2037	2115	2199	2326
CORRECTIONAL YOUTH COUNSELOR	1637	1705	1775	1847	1917	1989	2099
CORRECTIONS AGRICULTURE LEAD WORKER	1874	1960	2046	2132	2219	2302	2437
CORRECTIONS AGRICULTURE SUPERVISOR	2066	2165	2265	2358	2460	2559	2711
CORRECTIONS CLERK I	1637	1705	1775	1847	1917	1989	2099
CORRECTIONS CLERK II	1794	1873	1951	2037	2115	2199	2326
CORR. COMM. DISTRIBUTION OFFICER	1967	2058	2153	2245	2340	2435	2577
CORRECTIONS COOK I	1388	1440	1492	1548	1601	1655	1745
CORRECTIONS COOK II	1495	1560	1620	1682	1742	1804	1904
CORRECTIONS FOOD SERVICE SUPERVISOR I	1794	1873	1951	2037	2115	2199	2326
CORRECTIONS FOOD SERVICE SUPERVISOR II	1967	2058	2153	2245	2340	2435	2577
CORRECTIONS GROUNDS SUPERVISOR	1874	1960	2046	2132	2219	2302	2437
CORRECTIONS IDENTIFICATION TECH.	1709	1781	1860	1934	2008	2086	2204
CORRECTIONS INDUSTRY LEAD WORKER	1874	1960	2046	2132	2219	2302	2437
CORRECTIONS LAUNDRY MANAGER I	1874	1960	2046	2132	2219	2302	2437
CORRECTIONS LOCKSMITH	1874	1960	2046	2132	2219	2302	2437
CORRECTIONS MAINTENANCE CRAFTSMAN	1874	1960	2046	2132	2219	2302	2437
CORRECTIONS MAINTENANCE WORKER	1709	1781	1860	1934	2008	2086	2204
CORRECTIONS MEDICAL TECH.	1709	1781	1860	1934	2008	2086	2204
CORRECTIONS PRINTER	1794	1873	1951	2037	2115	2199	2326
CORRECTIONS RESIDENCE COUNSELOR I	1709	1781	1860	1934	2008	2086	2204
CORRECTIONS SUPPLY SUPERVISOR I	1709	1781	1860	1934	2008	2086	2204
CORRECTIONS SUPPLY SUPERVISOR II	1874	1960	2046	2132	2219	2302	2437
CORRECTIONS TRANSPORTATION OFFICER I	1794	1873	1951	2037	2115	2199	2326
CORRECTIONS UTILITIES OPERATOR	1874	1960	2046	2132	2219	2302	2437
CORRECTIONS VOCATIONAL INSTRUCTOR	1874	1960	2046	2132	2219	2302	2437
EDUCATOR AIDE	1495	1560	1620	1682	1742	1804	1904
HOUSEKEEPER I	1178	1215	1255	1292	1328	1369	1440
HOUSEKEEPER II	1215	1255	1293	1334	1376	1416	1487
INSTITUTION WORKER	1215	1255	1293	1334	1376	1416	1487
LAUNDRY LEAD WORKER	1495	1560	1620	1682	1742	1804	1904
LAUNDRY WORKER	1145	1178	1215	1252	1290	1324	1390
MEAT CUTTER I	1255	1294	1341	1382	1423	1468	1538
MEAT CUTTER II	1388	1440	1492	1548	1601	1655	1745
PEST CONTROL OPERATOR	1495	1560	1620	1682	1742	1804	1904
PROPERTY & SUPPLY CLERK II	1294	1342	1385	1432	1477	1526	1603
STOREKEEPER I	1440	1493	1554	1609	1672	1727	1818
STOREKEEPER II	1562	1628	1692	1759	1826	1887	1995
STORES CLERK	1255	1294	1341	1382	1423	1468	1538

	S T E P S						
	1	2	3	4	5	6	7
YOUTH SUPERVISOR I	1495	1560	1620	1682	1742	1804	1904
YOUTH SUPERVISOR II	1637	1705	1775	1847	1917	1989	2099
YOUTH SUPERVISOR III	1874	1960	2046	2132	2219	2302	2437
YOUTH SUPERVISOR TRAINEE	1398	1450	1507	1560	1619	1675	1761

## Section 310. TABLE I RC-009 (Institutional Employees, AFSCME)

Effective: July 1, 1988

				S	T	E	P	S	
	1	2	3	4	5	6	7		7A
ACTIVITY PROGRAM AIDE I	1190	1227	1268	1305	1341	1383	1454	1496	
ACTIVITY PROGRAM AIDE II	1227	1268	1306	1347	1390	1430	1502	1539	
APPAREL/DRY GOODS SPEC. I	1215	1255	1293	1334	1376	1416	1487		
APPAREL/DRY GOODS SPEC. II	1294	1342	1385	1432	1477	1526	1603		
APPAREL/DRY GOODS SPEC. III	1495	1560	1620	1682	1742	1804	1904		
ATTENDANT	1190	1227	1268	1305	1341	1383	1454	1496	
BAKER HELPER	1178	1215	1255	1292	1328	1369	1440		
BLACKSMITH	1440	1493	1554	1609	1672	1727	1818		
BRAILLE PRINTER	1255	1294	1341	1382	1423	1468	1538		
CHILDREN'S SHELTER CARE ASSOC.	1454	1508	1570	1625	1689	1744	1836	1836	
COMMISSARY CLERK	1178	1215	1255	1292	1328	1369	1440		
COMMISSARY MANAGER I	1215	1255	1293	1334	1376	1416	1487		
COMMISSARY MANAGER II	1342	1388	1436	1488	1535	1587	1674		
COMMUNITY WORKER I	1388	1440	1492	1548	1601	1655	1745		
COMMUNITY WORKER II	1440	1493	1554	1609	1672	1727	1818		
COOK I	1255	1294	1341	1382	1423	1468	1538		
COOK II	1342	1388	1436	1488	1535	1587	1674		
EDUCATOR AIDE	1454	1508	1570	1625	1689	1744	1836	1836	
FLORIST I	1255	1294	1341	1382	1423	1468	1538		
FLORIST II	1495	1560	1620	1682	1742	1804	1904		
FOSTER GRANDPARENT	1120	1154	1190	1224	1260	1294	1352		
INSTITUTION WORKER	1178	1215	1255	1292	1328	1369	1440		
INSTITUTIONAL MAINTENANCE WKR.	1320	1369	1412	1461	1507	1556	1636		
LABORATORY HELPER	1178	1215	1255	1292	1328	1369	1440		
LABORATORY TECH. I	1294	1342	1385	1432	1477	1526	1603		
LABORATORY TECH. II	1388	1440	1492	1548	1601	1655	1745		
LABORATORY TECH. III	1495	1560	1620	1682	1742	1804	1904		
LAUNDRY LEAD WORKER	1342	1388	1436	1488	1535	1587	1674		
LAUNDRY WORKER	1178	1215	1255	1292	1328	1369	1440		
LICENSED PRACTICAL NURSE I	1402	1454	1507	1563	1617	1672	1762	1762	
LICENSED PRACTICAL NURSE II	1471	1524	1586	1641	1700	1758	1849	1849	
LOCKSMITH	1656	1727	1800	1872	1944	2018	2133		
MEAT CUTTER II	1342	1388	1436	1488	1535	1587	1674		
MENTAL HEALTH TECH. TRAINEE I	1146	1178	1218	1255	1290	1328	1395		
MENTAL HEALTH TECH. TRAINEE II	1347	1398	1448	1502	1552	1604	1689		
MENTAL HEALTH TECH. I	1227	1268	1306	1347	1390	1430	1502	1539	
MENTAL HEALTH TECH. II	1307	1355	1399	1446	1492	1541	1619	1641	
MENTAL HEALTH TECH. III	1355	1402	1450	1503	1550	1603	1691	1700	
MENTAL HEALTH TECH. IV	1402	1454	1507	1563	1617	1672	1762	1762	
MENTAL HEALTH TECH. V	1454	1508	1570	1625	1689	1744	1836	1836	
MENTAL HEALTH TECH. VI	1471	1524	1586	1641	1700	1758	1849	1849	
MUSICIAN	1355	1402	1450	1503	1550	1603	1691	1700	
NURSING ASSISTANT	1307	1355	1399	1446	1492	1541	1619	1641	
PEST CONTROL OPERATOR	1440	1493	1554	1609	1672	1727	1818		
PHYSICAL THERAPY AIDE I	1190	1227	1268	1305	1341	1383	1454	1496	

	S T E P S							
	1	2	3	4	5	6	7	7A
PHYSICAL THERAPY AIDE II	1307	1355	1399	1446	1492	1541	1619	1641
PHYSICAL THERAPY AIDE III	1454	1508	1570	1625	1689	1744	1836	1836
REHAB. WORKSHOP INSTRUCTOR I	1355	1402	1450	1503	1550	1603	1691	1700
REHAB. WORKSHOP INSTRUCTOR II	1510	1576	1636	1699	1759	1822	1923	1923
RESIDENTIAL CARE WORKER	1454	1508	1570	1625	1689	1744	1836	1836
RESIDENTIAL CARE WORKER TRAINEE	1347	1398	1448	1502	1552	1604	1689	
SECURITY THERAPY AIDE TRAINEE	1398	1450	1507	1560	1619	1675	1761	
SECURITY THERAPY AIDE I	1637	1705	1775	1847	1917	1989	2099	
SECURITY THERAPY AIDE II	1794	1873	1951	2037	2115	2199	2326	
SECURITY THERAPY AIDE III	1874	1960	2046	2132	2219	2302	2437	
SOCIAL SERVICE AIDE I	1355	1402	1450	1503	1550	1603	1691	1700
SOCIAL SERVICE AIDE II	1454	1509	1570	1625	1689	1744	1836	1836
SUPPORT SERVICES SUPERVISOR I	1388	1440	1492	1548	1601	1655	1745	
SUPPORT SERVICES SUPERVISOR II	1495	1560	1620	1682	1742	1804	1904	
SUPPORT SERVICES WORKER II	1178	1215	1255	1292	1328	1369	1440	
SUPPORT SERVICES WORKER III	1255	1294	1341	1382	1423	1468	1538	
TRANSPORTATION COORDINATOR	1709	1781	1860	1934	2008	2086	2204	
TRANSPORTATION OFFICER I	1794	1873	1951	2037	2115	2199	2326	

Effective January 1, 1989

	S T E P S							
	1	2	3	4	5	6	7	
ACTIVITY PROGRAM AIDE I	1190	1236	1284	1334	1386	1440	1496	
ACTIVITY PROGRAM AIDE II	1227	1274	1323	1374	1427	1482	1539	
ATTENDANT	1190	1236	1284	1334	1386	1440	1496	
CHILDREN'S SHELTER CARE ASSOC.	1454	1510	1570	1629	1692	1757	1836	
EDUCATOR AIDE	1454	1510	1570	1629	1692	1757	1836	
LICENSED PRACTICAL NURSE I	1402	1456	1512	1570	1631	1694	1762	
LICENSED PRACTICAL NURSE II	1471	1528	1587	1648	1712	1778	1849	
MENTAL HEALTH TECHNICIAN I	1227	1274	1323	1374	1427	1482	1539	
MENTAL HEALTH TECHNICIAN II	1307	1358	1410	1464	1521	1580	1641	
MENTAL HEALTH TECHNICIAN III	1355	1407	1461	1517	1576	1637	1700	
MENTAL HEALTH TECHNICIAN IV	1402	1456	1512	1570	1631	1694	1762	
MENTAL HEALTH TECHNICIAN V	1454	1510	1570	1629	1692	1757	1836	
MENTAL HEALTH TECHNICIAN VI	1471	1528	1587	1648	1712	1778	1849	
MUSICIAN	1355	1407	1461	1517	1576	1637	1700	
NURSING ASSISTANT	1307	1358	1410	1464	1521	1580	1641	
PHYSICAL THERAPY AIDE I	1190	1236	1284	1334	1386	1440	1496	
PHYSICAL THERAPY AIDE II	1307	1358	1410	1464	1521	1580	1641	
PHYSICAL THERAPY AIDE III	1454	1510	1570	1629	1692	1757	1836	
REHAB. WORKSHOP INSTRUCTOR I	1355	1407	1461	1517	1576	1637	1700	
REHAB. WORKSHOP INSTRUCTOR II	1510	1576	1636	1699	1759	1825	1923	
RESIDENTIAL CARE WORKER	1454	1510	1570	1629	1692	1757	1836	
SOCIAL SERVICE AIDE I	1355	1407	1461	1517	1576	1637	1700	
SOCIAL SERVICE AIDE II	1454	1510	1570	1629	1692	1757	1836	

## Section 310. TABLE J RC-014 (Clerical Employees, AFSCME)

Effective July 1, 1988

	S T E P S						
	1	2	3	4	5	6	7
ACCOUNT CLERK I	1178	1218	1257	1294	1336	1374	1444
ACCOUNT CLERK II	1259	1301	1344	1388	1433	1479	1556
ACCOUNT TECH I	1398	1450	1507	1560	1619	1675	1761
ACCOUNT TECH II	1515	1579	1638	1704	1767	1828	1929
ADJUDICATIVE SERVICES ASSISTANT	1301	1347	1393	1442	1489	1537	1620
AIRCRAFT DISPATCHER	1587	1654	1718	1788	1854	1923	2031
AIRCRAFT LEAD DISPATCHER	1736	1813	1888	1972	2048	2127	2249
AUDIO VISUAL TECH. I	1259	1301	1344	1388	1433	1479	1556
AUDIO VISUAL TECH. II	1398	1450	1507	1560	1619	1675	1761
BOOKKEEPING MACHINE OPERATOR I	1115	1146	1178	1217	1252	1286	1347
BOOKKEEPING MACHINE OPERATOR II	1178	1218	1257	1294	1336	1374	1444
BOOKKEEPING MACHINE OPERATOR III	1259	1301	1344	1388	1433	1479	1556
BUYER ASSISTANT	1452	1514	1570	1630	1687	1749	1844
CHECK ISSUANCE MACHINE OPERATOR	1398	1450	1507	1560	1619	1675	1761
CLERK I	1082	1115	1146	1178	1215	1247	1306
CLERK II	1115	1146	1178	1217	1252	1286	1347
CLERK III	1178	1218	1257	1294	1336	1374	1444
CLERK IV	1301	1347	1393	1442	1489	1537	1620
CLERK V*	1452	1514	1570	1630	1687	1749	1844
CLERK STENOGRAPHER I	1146	1178	1218	1255	1290	1328	1395
CLERK STENOGRAPHER II	1178	1218	1257	1294	1336	1374	1444
CLERK STENOGRAPHER III	1259	1301	1344	1388	1433	1479	1556
CLERK TYPIST I	1115	1146	1178	1217	1252	1286	1347
CLERK TYPIST II	1146	1178	1218	1255	1290	1328	1395
CLERK TYPIST III	1218	1259	1300	1342	1383	1423	1494
COMMUNICATION DISPATCHER	1347	1398	1448	1502	1552	1604	1689
COMMUNICATION EQUIPMENT TECH. I	1999	2094	2191	2283	2376	2472	2620
COMMUNICATION EQUIPMENT TECH. II	2221	2333	2443	2556	2664	2776	2944
COMMUNICATION EQUIPMENT TECH. III	2347	2464	2580	2702	2819	2934	3115
COMPUTER OPERATOR I	1259	1301	1344	1388	1433	1479	1556
COMPUTER OPERATOR II	1398	1450	1507	1560	1619	1675	1761
COMPUTER OPERATOR III	1587	1654	1718	1788	1854	1923	2031
COMPUTER PRODUCTION CONTROLLER I	1259	1301	1344	1388	1433	1479	1556
COMPUTER PRODUCTION CONTROLLER II	1398	1450	1507	1560	1619	1675	1761
COMPUTER PRODUCTION CONTROLLER III	1587	1654	1718	1788	1854	1923	2031
CORRESPONDENT I	1301	1347	1393	1442	1489	1537	1620
CORRESPONDENT II	1398	1450	1507	1560	1619	1675	1761
CORRESPONDENT III	1452	1514	1570	1630	1687	1749	1844
COURT REPORTER	1814	1899	1980	2061	2146	2226	2358
DATA INPUT OPERATOR I	1115	1146	1178	1217	1252	1286	1347
DATA INPUT OPERATOR II	1178	1218	1257	1294	1336	1374	1444
DATA INPUT OPERATOR III	1218	1259	1300	1342	1383	1423	1494
DRAFTING WORKER	1515	1579	1638	1704	1767	1828	1929
DUPLICATING MACHINE OPERATOR I	1146	1178	1218	1255	1290	1328	1395
DUPLICATING MACHINE OPERATOR II	1218	1259	1300	1342	1383	1423	1494

					S T E P S						
					1	2	3	4	5	6	7
DUPLICATING MACHINE OPERATOR III	1398	1450	1507	1560	1619	1675	1761				
ELECTRONIC EQUIP. INSTALLER/REPAIRER	1452	1514	1570	1630	1687	1749	1844				
ELECTRONIC EQUIP. INST./REP. LEADWKR	1587	1654	1718	1788	1854	1923	2031				
ELECTRONIC TECHNICIAN	1814	1899	1980	2061	2146	2226	2358				
ENGINEERING TECH. I	1452	1514	1570	1630	1687	1749	1844				
ENGINEERING TECH. II	1656	1727	1800	1872	1944	2018	2133				
ENGINEERING TECH. III	1904	1993	2085	2171	2262	2352	2492				
EXECUTIVE CORRESPONDENT	1452	1514	1570	1630	1687	1749	1844				
FIRE PROTECTION SERVICE COORD. I	1656	1727	1800	1872	1944	2018	2133				
GRAPHIC ARTS DESIGNER	1736	1813	1888	1972	2048	2127	2249				
GRAPHIC ARTS TECHNICIAN	1587	1654	1718	1788	1854	1923	2031				
INDUSTRIAL COMMISSION REPORTER	1904	1993	2085	2171	2262	2352	2492				
INDUSTRIAL COMMISSION TECHNICIAN	1515	1579	1638	1704	1767	1828	1929				
INSURANCE ANALYST I	1398	1450	1507	1560	1619	1675	1761				
INSURANCE ANALYST II	1587	1654	1718	1788	1854	1923	2031				
INSURANCE ANALYST TRAINEE	1301	1347	1393	1442	1489	1537	1620				
INTERMITTENT CLERK	6.85	7.05	7.26	7.50	7.70	7.91	8.30				
KEY DRIVER CALCULATING MACH. OPER. I	1115	1146	1178	1217	1252	1286	1347				
KEY DRIVER CALCULATING MACH. OPER. II	1178	1218	1257	1294	1336	1374	1444				
LIBRARY AIDE I	1146	1178	1218	1255	1290	1328	1395				
LIBRARY AIDE II	1218	1259	1300	1342	1383	1423	1494				
LIBRARY TECHNICAL ASSISTANT	1452	1514	1570	1630	1687	1749	1844				
LICENSING QUALITY ASSURANCE ANALYST	1398	1450	1507	1560	1619	1675	1761				
MESSENGER CLERK I	1082	1115	1146	1178	1215	1247	1306				
MESSENGER CLERK II	1115	1146	1178	1217	1252	1286	1347				
MICROFILM LABORATORY TECH. I	1301	1347	1393	1442	1489	1537	1620				
MICROFILM LABORATORY TECH. II	1398	1450	1507	1560	1619	1675	1761				
MICROFILM OPERATOR I	1146	1178	1218	1255	1290	1328	1395				
MICROFILM OPERATOR II	1218	1259	1300	1342	1383	1423	1494				
MICROFILM OPERATOR III	1301	1347	1393	1442	1489	1537	1620				
PHOTOGRAPHER I	1515	1579	1638	1704	1767	1828	1929				
PHOTOGRAPHER II	1736	1813	1888	1972	2048	2127	2249				
PHOTOGRAPHER III	1814	1899	1980	2061	2146	2226	2358				
PHOTOGRAPHIC TECHNICIAN I	1515	1579	1638	1704	1767	1828	1929				
PHOTOGRAPHIC TECHNICIAN II	1736	1813	1888	1972	2048	2127	2249				
PHOTOGRAPHIC TECHNICIAN III	1814	1899	1980	2061	2146	2226	2358				
PRINTING ESTIMATOR	1656	1727	1800	1872	1944	2018	2133				
PROCUREMENT REPRESENTATIVE	1398	1450	1507	1560	1619	1675	1761				
PROPERTY & SUPPLY CLERK I	1178	1215	1255	1292	1328	1369	1440				
PROPERTY & SUPPLY CLERK II	1255	1294	1341	1382	1423	1468	1538				
PROPERTY TAX EXAMINER	1398	1450	1507	1560	1619	1675	1761				
REHABILITATION CASE COORDINATOR I	1301	1347	1393	1442	1489	1537	1620				
REHABILITATION CASE COORDINATOR II	1398	1450	1507	1560	1619	1675	1761				
SAFETY RESPONSIBILITY ANALYST I	1398	1450	1507	1560	1619	1675	1761				
SAFETY RESPONSIBILITY ANALYST II	1587	1654	1718	1788	1854	1923	2031				
SECRETARY I	1398	1450	1507	1560	1619	1675	1761				
SECURITIES ANALYST	1452	1514	1570	1630	1687	1749	1844				
STATISTICAL RESEARCH TECHNICIAN	1515	1579	1638	1704	1767	1828	1929				
STOREKEEPER I	1388	1440	1492	1548	1601	1655	1745				

					S T E P S		
	1	2	3	4	5	6	7
STOREKEEPER II	1495	1560	1620	1682	1742	1804	1904
STORES CLERK	1215	1255	1293	1334	1376	1416	1487
SWITCHBOARD OPERATOR I	1178	1218	1257	1294	1336	1374	1444
SWITCHBOARD OPERATOR II	1259	1301	1344	1388	1433	1479	1556
TAX EXAMINER	1398	1450	1507	1560	1619	1675	1761
TAX EXAMINER TRAINEE	1259	1301	1344	1388	1433	1479	1556
TAXPAYER SERVICE REPRESENTATIVE I	1218	1259	1300	1342	1383	1423	1494
TAXPAYER SERVICE REPRESENTATIVE II	1347	1398	1448	1502	1552	1604	1689
TAXPAYER SERVICE REPRESENTATIVE III	1515	1579	1638	1704	1767	1828	1929
TELECOMMUNICATIONS FIELD ADVISOR	1814	1899	1980	2061	2146	2226	2358
TELECOMMUNICATIONS FIELD ADVISOR LEAD WORKER	1999	2094	2191	2283	2376	2472	2620
TELECOMMUNICATOR	1587	1654	1718	1788	1854	1923	2031
TELECOMMUNICATOR LEAD WORKER	1736	1813	1888	1972	2048	2127	2249
TELECOMMUNICATOR TRAINEE	1452	1514	1570	1630	1687	1749	1844
UNIT RECORDS MACHINE OPERATOR I	1178	1218	1257	1294	1336	1374	1444
UNIT RECORDS MACHINE OPERATOR II	1259	1301	1344	1388	1433	1479	1556
UNIT RECORDS MACHINE OPERATOR III	1398	1450	1507	1560	1619	1675	1761
VEHICLE PERMIT EVALUATOR	1452	1514	1570	1630	1687	1749	1844
VETERANS SERVICE OFFICER ASSOCIATE	1301	1347	1393	1442	1489	1537	1620

Section 310. TABLE K RC-023 (Registered Nurses, I.N.A.)

Effective July 1, 1988

Child Welfare Nurse Specialist	2086	2203	2320	2428	2545	2661	2832
Health Facilities Surveillance Nurse	2086	2203	2320	2428	2545	2661	2832
Nurse I	1864	1962	2064	2162	2262	2361	2513
Nurse II	2086	2203	2320	2428	2545	2661	2832
Nursing Education Assistant Coordinator	2213	2343	2463	2589	2710	2833	3012

Section 310.TABLE L VR-004 (Illinois State Treasurer's Office Employees,  
Teamsters and IFT)

Effective March 24, 1988

	Minimum				Maximum	Merit Pay Zone Limit	
ACCOUNT CLERK I	1122	1160	1197	1232	1272	1309	1375
ACCOUNT CLERK II	1199	1239	1280	1322	1365	1409	1482
ACCOUNT TECHNICIAN I	1331	1381	1435	1486	1542	1595	1677
ACCOUNT TECHNICIAN II	1443	1504	1560	1623	1683	1741	1837
ACCOUNTANT I	1511	1575	1636	1703	1766	1831	1934
ACCOUNTANT II	1653	1727	1798	1878	1950	2026	2142
ACCOUNTANT III	1813			2252		2691	2826
ACCOUNTANT IV	2115			2662		3209	3369
ADMINISTRATIVE ASST. I	1728			2129		2530	2657
ADMINISTRATIVE ASST. II	1904			2367		2830	2972
ADMINISTRATIVE ASST. III	2235			2809		3383	3552
ADMINISTRATIVE CLERK	1577			1925		2273	2387
CLERK I	1030	1062	1091	1122	1157	1188	1244
CLERK II	1062	1091	1122	1159	1192	1225	1283
CLERK III	1122	1160	1197	1232	1272	1309	1375
CLERK IV	1239	1283	1327	1373	1418	1464	1543
CLERK V	1383	1442	1495	1552	1607	1666	1756
CLERK TYPIST I	1062	1091	1122	1159	1192	1225	1283
CLERK TYPIST II	1091	1122	1160	1195	1229	1265	1329
CLERK TYPIST III	1160	1199	1238	1278	1317	1355	1423
COMPUTER OPERATOR I	1199	1239	1280	1322	1365	1409	1482
COMPUTER OPERATOR II	1331	1381	1435	1486	1542	1595	1677
COMPUTER OPERATOR III	1511	1575	1636	1703	1766	1831	1934
COMPUTER SYSTEMS							
SOFTWARE SPECIALIST I	1904	1994	2087	2174	2263	2354	2495
COMPUTER SYSTEMS							
SOFTWARE SPECIALIST II	2115	2222	2327	2434	2537	2644	2804
COMPUTER SYSTEMS							
SOFTWARE SPECIALIST III	2360	2482	2601	2722	2846	2964	3149
DATA INPUT OPERATOR I	1062	1091	1122	1159	1192	1225	1283
DATA INPUT OPERATOR II	1122	1160	1197	1232	1272	1309	1375
DATA INPUT OPERATOR III	1160	1199	1283	1278	1317	1355	1423
DATA INPUT SUPERVISOR I	1239	1283	1327	1373	1418	1464	1543
DATA INPUT SUPERVISOR II	1383	1442	1495	1552	1607	1666	1756
METHODS AND PROCEDURES							
ADVISOR I	1653	1727	1798	1878	1950	2026	2142
METHODS AND PROCEDURES							
ADVISOR II	1813	1898	1986	2068	2154	2240	2373
PROGRAMMER I	1577			1925		2273	2387
PROGRAMMER II	1728			2129		2530	2657
PROGRAMMER III	1904			2367		2830	2972
PROGRAMMER/ANALYST I	1728	1809	1886	1963	2044	2120	2246

	Minimum				Maximum			Merit Pay Zone Limit
PROGRAMMER/ANALYST II	1904	1994	2087	2174	2263	2354	2495	
PROGRAMMER/ANALYST III	2115	2222	2327	2434	2537	2644	2804	
SECRETARY I	1331	1381	1435	1486	1542	1595	1677	
SECRETARY II	1511			1832			2153	2261
SYSTEM ANALYST	2360	2482	2601	2722	2846	2964	3149	

Pay provisions as they pertain to a given class of incumbents will remain in effect until negotiated otherwise.

## Section 310.TABLE 0 RC-028 (Paraprofessional Human Services Employees, AFSCME)

Effective: July 1, 1988

					S	T	E	P	S			
					1	2	3	4	5	6	7	7A
APPAREL/DRY GOODS SPEC. III		1495	1560	1620	1682	1742	1804	1904				
ASSISTANT REIMBURSEMENT OFFICER		1301	1347	1393	1442	1489	1537	1620				
AUDIOMETRIC & VISUOMETRIC TECH.		1218	1259	1300	1342	1383	1423	1494				
CHILD DEVELOPMENT AIDE I		1178	1218	1257	1294	1336	1374	1444				
CHILD DEVELOPMENT AIDE II		1301	1347	1393	1442	1489	1537	1620				
CHILD DEVELOPMENT AIDE III		1398	1450	1507	1560	1619	1675	1761				
COMMUNITY WORKER I		1388	1440	1492	1548	1601	1655	1745				
COMMUNITY WORKER II		1440	1493	1554	1609	1672	1727	1818				
COMPLIANCE OFFICER		1656	1727	1800	1872	1944	2018	2133				
CONSERVATION RESOURCE TECH. I		1452	1514	1570	1630	1687	1749	1844				
CONSERVATION RESOURCE TECH. II		1656	1727	1800	1872	1944	2018	2133				
CONSTRUCTION SUPERVISOR I		1656	1727	1800	1872	1944	2018	2133				
CONSTRUCTION SUPERVISOR II		1904	1993	2085	2171	2262	2352	2492				
COUNSELOR-MODEL EMPLOYER		1452	1514	1570	1630	1687	1749	1844				
CRIME SCENE TECHNICIAN		2106	2209	2311	2415	2516	2615	2771				
CRIME STUDIES ASSOCIATE		1452	1514	1570	1630	1687	1749	1844				
DENTAL ASSISTANT		1259	1301	1344	1388	1433	1479	1556				
DENTAL HYGIENIST		1452	1514	1570	1630	1687	1749	1844				
ELECTROENCEPHALOGRAPH SUPV.		1452	1514	1570	1630	1687	1749	1844				
ELECTROENCEPHALOGRAPH TECH.		1347	1398	1448	1502	1552	1604	1689				
EMPLOYMENT SECURITY MANPOWER												
TECH. I		1259	1301	1344	1388	1433	1479	1556				
TECH. II		1347	1398	1448	1502	1552	1604	1689				
ENVIRONMENTAL PROTECTION												
TECHNICIAN I		1347	1398	1448	1502	1552	1604	1689				
ENVIRONMENTAL PROTECTION												
TECHNICIAN II		1452	1514	1570	1630	1687	1749	1844				
HEARING & SPEECH TECHNICIAN I		1259	1301	1344	1388	1433	1479	1556				
HEARING & SPEECH TECHNICIAN II		1398	1450	1507	1560	1619	1675	1761				
HISTORIC SITE INTERPRETER		1398	1450	1507	1560	1619	1675	1761				
HISTORIC SITE LEAD I		1656	1727	1800	1872	1944	2018	2133				
HISTORIC SITE LEAD II		1736	1813	1888	1972	2048	2127	2249				
HOMEMAKER I		1259	1301	1344	1388	1433	1479	1556				
HOMEMAKER II		1398	1450	1507	1560	1619	1675	1761				
HOUSEKEEPER I		1145	1178	1215	1252	1290	1324	1390				
HOUSEKEEPER II		1178	1215	1255	1292	1328	1369	1440				
HUMAN SERVICES GENERALIST		1398	1450	1507	1560	1619	1675	1761				
HUNTER SAFETY INSTRUCTOR I		1301	1347	1393	1442	1489	1537	1620				
HUNTER SAFETY INSTRUCTOR II		1347	1398	1448	1502	1552	1604	1689				
INHALATION THERAPIST		1347	1398	1448	1502	1552	1604	1689				
INTERMITTENT UNEMPLOYMENT												
INSURANCE TECHNICIAN		7.73	8.01	8.27	8.55	8.82	9.10	9.54				
LABORATORY HELPER		1178	1215	1255	1292	1328	1369	1440				
LABORATORY TECHNICIAN I		1294	1342	1385	1432	1477	1526	1603				

						S T E P S							
						1	2	3	4	5	6	7	7A
LABORATORY TECHNICIAN II		1388	1440	1492	1548	1601	1655	1745					
LABORATORY TECHNICIAN III		1495	1560	1620	1682	1742	1804	1904					
LEGAL RESEARCH ASSISTANT		1656	1727	1800	1872	1944	2018	2133					
LICENSED PRACTICAL NURSE I		1402	1454	1507	1563	1617	1672	1762	1762				
LICENSED PRACTICAL NURSE II		1471	1524	1586	1641	1700	1758	1849	1849				
MEDICAL RECORDS ASSISTANT		1398	1450	1507	1560	1619	1675	1761					
MEDICAL RECORDS TECHNICIAN		1515	1579	1638	1704	1767	1828	1929					
PHARMACIST APPRENTICE		1259	1301	1344	1388	1433	1479	1556					
PUBLIC AID ELIGIBILITY ASST.		1347	1398	1448	1502	1552	1604	1689					
RADIOLOGIC TECHNOLOGIST		1515	1579	1638	1704	1767	1828	1929					
RADIOLOGIST TECHNOLOGIST													
PROGRAM COORDINATOR		1587	1654	1718	1788	1854	1923	2031					
RANGER		1656	1727	1800	1872	1944	2018	2133					
REHAB. COUNSELOR AIDE I		1398	1450	1507	1560	1619	1675	1761					
REHAB. COUNSELOR AIDE II		1515	1579	1638	1704	1767	1828	1929					
REHAB. WORKSHOP INSTRUCTOR II		1510	1576	1636	1699	1759	1822	1923	1923				
SENIOR RANGER		1736	1813	1888	1972	2048	2127	2249					
SITE TECHNICIAN I		1452	1514	1570	1630	1687	1749	1844					
SITE TECHNICIAN II		1587	1654	1718	1788	1854	1923	2031					
SOCIAL SERVICE COMMUNITY													
PLANNER		1515	1579	1638	1704	1767	1828	1929					
UNEMP. INSURANCE CLAIMS													
TECHNICIAN I		1259	1301	1344	1388	1433	1479	1556					
UNEMP. INSURANCE CLAIMS													
TECHNICIAN II		1347	1398	1448	1502	1552	1604	1689					
UNEMP. INSURANCE CLAIMS													
TECHNICIAN III		1398	1450	1507	1560	1619	1675	1761					
VETERANS SERVICE OFFICER		1587	1654	1718	1788	1854	1923	2031					
VOCATIONAL INSTRUCTOR		1587	1654	1718	1788	1854	1923	2031					

Effective January 1, 1989

						S T E P S						
						1	2	3	4	5	6	7
LICENSED PRACTICAL NURSE I		1402	1456	1512	1570	1631	1694	1762				
LICENSED PRACTICAL NURSE II		1471	1528	1587	1648	1712	1778	1849				
REHAB. WORKSHOP INSTRUCTOR II		1510	1576	1636	1699	1759	1825	1923				

Section 310.TABLE P RC-029 (Paraprofessional Investigatory and Law Enforcement Employees, ISEA)

Effective July 1, 1988

	S T E P S						
	1	2	3	4	5	6	7
AGRICULTURAL PRODUCTS PROMOTER	1579	1646	1710	1780	1849	1916	2023
ANIMAL & ANIMAL PRODUCTS INVESTIGATOR	1730	1804	1883	1965	2039	2119	2243
ANIMAL HEALTH INSPECTOR	1579	1646	1710	1780	1849	1916	2023
ANIMAL WELFARE INSPECTOR	1579	1646	1710	1780	1849	1916	2023
APIARY INSPECTOR	1173	1212	1247	1287	1327	1366	1434
ARSON INVESTIGATOR I	1898	1986	2077	2164	2254	2347	2485
ARSON INVESTIGATOR II	2098	2202	2302	2407	2507	2608	2763
BREATH ALCOHOL ANALYSIS TECHNICIAN	1806	1889	1973	2055	2140	2219	2347
COMMODITIES INSPECTOR	1444	1506	1562	1624	1681	1741	1834
CONSERVATION POLICE OFFICER I*	1993	2088	2184	2274	2370	2465	2612
CONSERVATION POLICE OFFICER II*	2106	2209	2311	2415	2516	2615	2771
DANGEROUS DRUGS COMPLIANCE OFFICER I	1649	1718	1794	1863	1937	2009	2127
DANGEROUS DRUGS COMPLIANCE OFFICER II	1806	1889	1973	2055	2140	2219	2347
DANGEROUS DRUGS COMPLIANCE OFFICER III	1898	1986	2077	2164	2254	2347	2485
DRUG COMPLIANCE INVESTIGATOR	2106	2209	2311	2415	2516	2615	2771
ENVIRONMENTAL PROTECTION LEGAL INVESTIGATOR I	1444	1506	1562	1624	1681	1741	1834
ENVIRONMENTAL PROTECTION LEGAL INVESTIGATOR II	1579	1646	1710	1780	1849	1916	2023
EXPLOSIVES INSPECTOR	1579	1646	1710	1780	1849	1916	2023
FIELD INSPECTOR	1342	1389	1440	1492	1544	1596	1682
FINGERPRINT TECHNICIAN I	1342	1389	1440	1492	1544	1596	1682
FINGERPRINT TECHNICIAN II	1444	1506	1562	1624	1681	1741	1834
FINGERPRINT TECHNICIAN III	1579	1646	1710	1780	1849	1916	2023
FIRE INVESTIGATOR I	1649	1718	1794	1863	1937	2009	2127
FIRE INVESTIGATOR II	1806	1889	1973	2055	2140	2219	2347
FIRE PREVENTION EDUCATION OFFICER I	1649	1718	1794	1863	1937	2009	2127
FIRE PREVENTION EDUCATION OFFICER II	1806	1889	1973	2055	2140	2219	2347
FIRE PREVENTION INSPECTOR I	1649	1718	1794	1863	1937	2009	2127
FIRE PREVENTION INSPECTOR II	1806	1889	1973	2055	2140	2219	2347
GRAIN INSPECTOR	1444	1506	1562	1624	1681	1741	1834
GRAIN SAMPLER	1342	1389	1440	1492	1544	1596	1682
GUARD I	1212	1250	1293	1334	1376	1418	1487
GUARD II	1342	1389	1440	1492	1544	1596	1682
GUARD III	1507	1571	1630	1697	1759	1822	1923
LICENSING ASSISTANT	1294	1342	1386	1435	1482	1532	1615
LICENSING INSPECTOR	1507	1571	1630	1697	1759	1822	1923
LICENSING INVESTIGATOR I	1649	1718	1794	1863	1937	2009	2127
LICENSING INVESTIGATOR II	1736	1813	1888	1972	2048	2127	2249
LICENSING INVESTIGATOR III	1806	1889	1973	2055	2140	2219	2347
LICENSING INVESTIGATOR IV	1993	2088	2184	2274	2370	2465	2612
LIQUOR CONTROL SPECIAL AGENT I	1649	1718	1794	1863	1937	2009	2127
MOTOR CARRIER ENFORCEMENT OFFICER I	1649	1718	1794	1863	1937	2009	2127

	S T E P S						
	1	2	3	4	5	6	7
MOTOR CARRIER ENFORCEMENT OFFICER II	1898	1986	2077	2164	2254	2347	2485
MOTORIST ASSISTANCE SPECIALIST	1301	1347	1393	1442	1489	1537	1620
PERSONAL PROPERTY WAREHOUSE EXAMINER	1507	1571	1630	1697	1759	1822	1923
PLANT & PESTICIDE SPECIALIST I	1806	1889	1973	2055	2140	2219	2347
PLANT & PESTICIDE SPECIALIST II	1993	2088	2184	2274	2370	2465	2612
PLUMBING INSPECTOR	2106	2209	2311	2415	2516	2615	2771
POLICE OFFICER I	1806	1889	1973	2055	2140	2219	2347
POLICE OFFICER II	1993	2088	2184	2274	2370	2465	2612
POLYGRAPH EXAMINER I	1993	2088	2184	2274	2370	2465	2612
POLYGRAPH EXAMINER II	2213	2326	2436	2545	2657	2769	2936
POLYGRAPH EXAMINER III	2471	2596	2726	2853	2978	3105	3298
POULTRY INSPECTOR	1444	1506	1562	1624	1681	1741	1834
PRODUCTS & STANDARDS INSPECTOR	1579	1646	1710	1780	1849	1916	2023
SECURITY MATERIALS COURIER	1342	1389	1440	1492	1544	1596	1682
SECURITY OFFICER	1507	1571	1630	1697	1759	1822	1923
SECURITY OFFICER SERGEANT	1579	1646	1710	1780	1849	1916	2023
SEED ANALYST I	1507	1571	1630	1697	1759	1822	1923
SEED ANALYST II	1579	1646	1710	1780	1849	1916	2023
SITE SECURITY OFFICER	1342	1389	1440	1492	1544	1596	1682
TRUCK WEIGHING INSPECTOR	1370	1418	1468	1520	1572	1625	1710
VEHICLE TESTING COMPLIANCE OFFICER	1806	1889	1973	2055	2140	2219	2347
VEHICLE TESTING STATION INSPECTOR	1579	1646	1710	1780	1849	1916	2023
VITAL RECORDS QUALITY							
CONTROL INSPECTOR	1579	1646	1710	1780	1849	1916	2023
WAREHOUSE CLAIMS SPECIALIST	2213	2326	2436	2545	2657	2769	2936
WAREHOUSE EXAMINER I	1579	1646	1710	1780	1849	1916	2023
WAREHOUSE EXAMINER II	1806	1889	1973	2055	2140	2219	2347
WAREHOUSE EXAMINER III	1993	2088	2184	2274	2370	2465	2612
WELL INSPECTOR I	1736	1813	1888	1972	2048	2127	2249
WELL INSPECTOR II	1999	2094	2191	2283	2376	2472	2620

\*CONSERVATION POLICE OFFICER I

LONGEVITY BONUS RATES				
10 YRS.	15 YRS.	17.5 YRS.	20 YRS.	25 YRS.
2,827	2,968	3,116	3,273	3,436

\*CONSERVATION POLICE OFFICER II

LONGEVITY BONUS RATES				
10 YRS.	15 YRS.	17.5 YRS.	20 YRS.	25 YRS.
2,912	3,053	3,201	3,359	3,521

Section 310.TABLE Q RC-033 (Meat Inspectors, ISEA)

a) On October 1, 1986, the wage rate for each classification of employees shall be increased by \$70/mo. so that the monthly pay rate shall be as follows:

Meat and Poultry Inspector I	\$1622	\$1731
Meat and Poultry Inspector II	1697	1820

b) On July 1, 1987, the wage rate for each classification of employees shall be increased by \$85/mo. so that the monthly pay rate shall be as follows:

Meat and Poultry Inspector I	\$1707	\$1816					
Meat and Poultry Inspector II	1782	1905					
Meat Grader	2006	2104	2201	2300	2396	2490	2639

c) On February 16, 1988, the classification of Meat & Poultry Inspector Trainee was included under the provisions of the collective bargaining agreement with the monthly pay rate as follows:

Meat and Poultry Inspector							
Trainee	1383	1442	1495	1552	1607	1666	1756

d) On July 1, 1988, the wage rate for each classification of employees shall be increased so that the monthly pay rate shall be as follows:

Meat and Poultry Inspector I	\$1802	\$1911					
Meat and Poultry Inspector II	1877	2000					
Meat & Poultry Inspector							
Trainee	1455	1517	1573	1633	1691	1753	1847
Meat Grader	2110	2213	2315	2420	2521	2619	2776

## Section 310. TABLE R RC-042 (Residual Maintenance Workers, AFSCME)

Effective: July 1, 1988

	S T E P S						
	1	2	3	4	5	6	7
BUILDING/GROUNDS LABORER	1381	1410	1439	1471	1503	1532	1593
BUILDING/GROUNDS LEAD I	1546	1588	1624	1668	1709	1751	1832
BUILDING/GROUNDS LEAD II	1676	1729	1779	1833	1885	1937	2024
BUILDING/GROUNDS MAINTENANCE WORKER	1506	1546	1583	1621	1661	1700	1773
INTERMITTENT LABORER (MAINTENANCE)	8.30	8.46	8.64	8.83	9.02	9.20	9.56
RACE TRACK MAINTAINER I	1534	1593	1653	1712	1770	1831	1962
RACE TRACK MAINTAINER II	1728	1809	1882	1954	2025	2100	2216

## Section 310. TABLE S HR-012 (Fair Employment Practices Employees, SEIU)

Effective July 1, 1988

	S T E P S						
	1	2	3	4	5	6	7
ACCOUNT TECHNICIAN I	1398	1450	1507	1560	1619	1675	1761
ACCOUNT TECHNICIAN II	1515	1579	1638	1704	1767	1828	1929
CLERK III	1178	1218	1257	1294	1336	1374	1444
CLERK IV	1301	1347	1393	1442	1489	1537	1620
CLERK V	1452	1514	1570	1630	1687	1749	1844
CLERK TYPIST I	1115	1146	1178	1217	1252	1286	1347
CLERK TYPIST II	1146	1178	1218	1255	1290	1328	1395
CLERK TYPIST III	1218	1259	1300	1342	1383	1423	1494
COMPUTER PROD CONTROLLER III	1587	1654	1718	1788	1854	1923	2031
DATA INPUT OPERATOR III	1218	1259	1300	1342	1383	1423	1494
HUMAN RIGHTS INVESTIGATOR I	1736	1813	1888	1972	2048	2127	2249
HUMAN RIGHTS INVESTIGATOR II	1904	1993	2085	2171	2262	2352	2492
HUMAN RIGHTS INVESTIGATOR III	1999	2094	2191	2283	2376	2472	2620
HUMAN RIGHTS SPECIALIST I	1736	1813	1888	1972	2048	2127	2249
HUMAN RIGHTS SPECIALIST II	1904	1993	2085	2171	2262	2352	2492
SECRETARY II	1587	1654	1718	1788	1854	1923	2031
TECHNICAL ADVISOR II	2106	2209	2311	2415	2516	2615	2772
TECHNICAL ADVISOR III	2478	2606	2731	2858	2988	3112	3306

Section 310.Table T HR-010 (Teachers of Deaf, IFT)

ACADEMIC YEAR 1988-1989  
Effective September 1, 1988

	<u>Lane 1</u>	<u>Lane 2</u>	<u>Lane 3</u>	<u>Lane 4</u>	<u>Lane 5</u>	<u>Lane 6</u>	<u>Lane 7</u>
<u>Step</u>	<u>B.A.</u>	<u>B.A. + 8 hours</u>	<u>B.A. + 16 hours</u>	<u>B.A. + 24 hours</u>	<u>M.A.</u>	<u>M.A. + 16 Hours</u>	<u>M.A. + 32 hours</u>
1	17,018	17,578	18,067	18,575	19,141	19,598	20,194
2	18,007	18,560	19,133	19,690	20,264	20,729	21,329
3	18,980	19,585	20,208	20,805	21,401	21,874	22,486
4	19,949	20,605	21,267	21,914	22,563	23,044	23,665
5	20,973	21,667	22,288	23,049	23,739	24,227	24,856
6	21,949	22,695	23,413	24,152	24,863	25,356	25,994
7	23,812	24,600	25,408	26,237	27,024	27,552	28,233

Section 310. TABLE U HR-010 (Teachers of Deaf, Extracurricular Paid Activities)

		<u>Effective August, 1987 to June, 1988</u>	<u>Effective August, 1988 to June, 1989</u>
Athletic Director		\$1,620.00	\$1,750.00
Football	Head Coach (High School)	1,620.00	1,750.00
	Assistant (High School)	978.00	1,056.00
Basketball	Head Coach (High School)	1,620.00	1,750.00
	Assistant (High School)	978.00	1,056.00
	Coach (Junior High School)	978.00	1,056.00
Track	Head Coach (High School)	978.00	1,056.00
	Assistant (High School)	573.00	619.00
	Coach (Junior High School)	573.00	619.00
Volleyball	Head Coach (High School)	1,620.00	1,750.00
	Assistant (High School)	978.00	1,056.00
	Coach (Junior High School)	324.00	350.00
Wrestling	Head Coach (High School)	1,620.00	1,750.00
	Assistant (High School)	978.00	1,056.00
Senior Class Advisor		540.00	583.00
Junior Class Advisor		540.00	583.00
Student Government Advisor		324.00	350.00
Cheerleader Advisor	(High School)	540.00	583.00
	(Junior High School)	324.00	350.00
Cheerleader Speech	(Junior High School)	324.00	350.00

GALS		432.00	467.00
Junior NAD		432.00	467.00
Scouts	Girls and Boys	324.00	350.00
	Cubs and Brownies	324.00	350.00
Dramatics	Creative	324.00	350.00
	High School	324.00	350.00
	Junior High School	324.00	350.00
Public Speaking		324.00	350.00
Vocational Club		432.00	467.00
Sewing Club		324.00	350.00
Dance Club		324.00	350.00
Alateen		324.00	350.00
High School Yearbook		216.00	233.00
Illinois Advance		81.00	87.00
Scorekeepers and Timers (Per Event)	Football	22.00	24.00
	Basketball	22.00	24.00
	Volleyball	17.00	19.00
	Wrestling	22.00	24.00
Ticket Sellers and Takers (Per Event)		12.00	14.00

If management establishes any new activities, the Union and the Administration shall negotiate the working conditions and compensation of the new activity.

## Section 310. TABLE V CU-500 (Corrections Meet and Confer Employees)

Effective July 1, 1988

	S T E P S						
	1	2	3	4	5	6	7
COMMISSARY MANAGER II	1347	1398	1448	1502	1552	1604	1689
CORRECTIONAL LIEUTENANT	1999	2094	2191	2283	2376	2472	2620
CORRECTIONS CLERK III	1904	1993	2085	2171	2262	2352	2492
CORRECTIONS FOOD SERVICE SUPV. III	2106	2209	2311	2415	2516	2615	2771
CORRECTIONS IDENTIFICATION SUPERVISOR	1904	1993	2085	2171	2262	2352	2492
CORRECTIONS INDUSTRY SUPERVISOR	2106	2209	2311	2415	2516	2615	2771
CORRECTIONAL LAUNDRY MANAGER II	1904	1993	2085	2171	2262	2352	2492
CORRECTIONS MAINTENANCE SUPERVISOR	1904	1993	2085	2171	2262	2352	2492
CORRECTIONS RESIDENCE COUNSELOR II	1814	1899	1980	2061	2146	2226	2358
CORRECTIONS SUPPLY SUPERVISOR III	2106	2209	2311	2415	2516	2615	2771
PROPERTY AND SUPPLY CLERK III	1347	1398	1448	1502	1552	1604	1689
STOREKEEPER III	1656	1727	1800	1872	1944	2018	2133
YOUTH SUPERVISOR IV	1999	2094	2191	2283	2376	2472	2620

## Section 310. TABLE W RC-062 (Technical Employees, AFSCME)

Effective: July 1, 1988

Salary Grade	Minimum Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Maximum Step 7
62- 8	1347	1398	1448	1502	1552	1604	1689
62- 9	1398	1450	1507	1560	1619	1675	1760
62-10	1452	1514	1570	1630	1687	1749	1844
62-11	1515	1579	1638	1704	1767	1828	1929
62-12	1587	1654	1718	1788	1854	1923	2031
62-13	1656	1727	1800	1872	1944	2018	2133
62-14	1736	1813	1888	1972	2048	2127	2249
62-15	1814	1899	1980	2061	2146	2226	2358
62-16	1904	1993	2085	2171	2262	2352	2492
62-17	1999	2094	2191	2283	2376	2472	2620
62-18	2106	2209	2311	2415	2516	2615	2771
62-19	2221	2333	2443	2556	2664	2776	2944
62-20	2347	2464	2580	2702	2819	2934	3115
62-21	2478	2606	2731	2858	2988	3112	3306
62-22	2619	2756	2891	3026	3166	3299	3503
62-23	2779	2927	3075	3221	3369	3516	3737
62-24	2957	3114	3274	3434	3592	3754	3990

## Section 310. TABLE X RC-063 (Professional Employees, AFSCME)

Effective: July 1, 1988

Salary Grade	Minimum Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Maximum Step 7
63-13	1656	1727	1800	1872	1944	2018	2133
63-14	1736	1813	1888	1972	2048	2127	2249
63-15	1814	1899	1980	2061	2146	2226	2358
63-16	1904	1993	2085	2171	2262	2352	2492
63-17	1999	2094	2191	2283	2376	2472	2620
63-18	2106	2209	2311	2415	2516	2615	2771
63-19	2221	2333	2443	2556	2664	2776	2944
63-20	2347	2464	2580	2702	2819	2934	3115
63-21	2478	2606	2731	2858	2988	3112	3306
63-22	2619	2756	2891	3026	3166	3299	3503
63-23	2779	2927	3075	3221	3369	3516	3737

Section 310. TABLE Y RC-063 (Educator, AFSCME)

STANDARD ACADEMIC YEAR TEACHING  
SALARY SCHEDULE  
Effective: July 1, 1988

STEP	VALID APPROPRIATE TEACHING CERTIFICATE AND						
	BA	BA + 8 HOURS	BA + 16 HOURS	BA + 24 HOURS	MA	MA + 16 HOURS	MA + 32 HOURS
LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7	
1	17866	18356	18778	19215	19705	19944	20011
2	18710	19187	19679	20154	20645	20885	20951
3	19529	20043	20576	21080	21584	21823	21890
4	20331	20892	21448	21993	22536	22777	22844
5	21175	21761	22331	22918	23491	23731	23797
6	22006	22633	23233	23843	24431	24671	24738
7	23292	23931	24585	25250	25878	26123	26189

STANDARD WORK YEAR TEACHING  
SALARY SCHEDULE  
Effective: July 1, 1988

STEP	VALID APPROPRIATE TEACHING CERTIFICATE AND						
	BA	BA + 8 HOURS	BA + 16 HOURS	BA + 24 HOURS	MA	MA + 16 HOURS	MA + 32 HOURS
LANE 1	LANE 2	LANE 3	LANE 4	LANE 5	LANE 6	LANE 7	
1	22825	23227	23650	24054	24477	24722	24813
2	23823	24283	24724	25169	25606	25853	25948
3	24860	25320	25800	26280	26760	27006	27097
4	25877	26377	26878	27375	27874	28121	28211
5	26915	27450	27970	28505	29025	29272	29365
6	27932	28505	29043	29602	30158	30405	30496
7	29547	30114	30723	31311	31917	32170	32261

## Section 310. TABLE Z RC-063 (Physicians, AFSCME)

Effective: July 1, 1988

## S T E P S

	1	2	3	4	5	6
PHYSICIAN	4,551 54,612	4,812 57,744	5,075 60,900	5,337 64,044	5,601 67,212	5,862 70,344
PHYSICIAN SPECIALIST OPTION A	4,812 57,744	5,110 61,320	5,408 64,896	5,705 68,460	6,002 72,024	6,300 75,600
PHYSICIAN SPECIALIST OPTION B	5,250 63,000	5,565 66,780	5,880 70,560	6,195 74,340	6,510 78,120	6,825 81,900
PHYSICIAN SPECIALIST OPTION C	5,862 70,344	6,213 74,556	6,563 78,756	6,913 82,956	7,263 87,156	7,613 91,356
PHYSICIAN SPECIALIST OPTION D	6,563 78,756	6,913 82,956	7,263 87,156	7,613 91,356	7,963 95,556	8,313 99,756

Section 310.Appendix B Schedule of Salary Grades -- Monthly and Annual Rates of Pay

Effective July 1, 1988

<u>Grade</u>	<u>Minimum</u>						<u>Maximum</u>
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>
1	1,082	1,115	1,146	1,178	1,215	1,247	1,306
	12,984	13,380	13,752	14,136	14,580	14,964	15,672
2	1,115	1,146	1,178	1,217	1,252	1,286	1,347
	13,380	13,752	14,136	14,604	15,024	15,432	16,164
3	1,146	1,178	1,218	1,255	1,290	1,328	1,395
	13,752	14,136	14,616	15,060	15,480	15,936	16,740
4	1,178	1,218	1,257	1,294	1,336	1,374	1,444
	14,136	14,616	15,084	15,528	16,032	16,488	17,328
5	1,218	1,259	1,300	1,342	1,383	1,423	1,494
	14,616	15,108	15,600	16,104	16,596	17,076	17,928
6	1,259	1,301	1,344	1,388	1,433	1,479	1,556
	15,108	15,612	16,128	16,656	17,196	17,748	18,672
7	1,301	1,347	1,393	1,442	1,489	1,537	1,620
	15,612	16,164	16,716	17,304	17,868	18,444	19,440
8	1,347	1,398	1,448	1,502	1,552	1,604	1,689
	16,164	16,776	17,376	18,024	18,624	19,248	20,268
9	1,398	1,450	1,507	1,560	1,619	1,675	1,761
	16,776	17,400	18,084	18,720	19,428	20,100	21,132
10	1,452	1,514	1,570	1,630	1,687	1,749	1,844
	17,424	18,168	18,840	19,560	20,244	20,988	22,128
11	1,515	1,579	1,638	1,704	1,767	1,828	1,929
	18,180	18,948	19,656	20,448	21,204	21,936	23,148
12	1,587	1,654	1,718	1,788	1,854	1,923	2,031
	19,044	19,848	20,616	21,456	22,248	23,076	24,372
13	1,656	1,727	1,800	1,872	1,944	2,018	2,133
	19,872	20,724	21,600	22,464	23,328	24,216	25,596
14	1,736	1,813	1,888	1,972	2,048	2,127	2,249
	20,832	21,756	22,656	23,664	24,576	25,524	26,988
15	1,814	1,899	1,980	2,061	2,146	2,226	2,358
	21,768	22,788	23,760	24,732	25,752	26,712	28,296

<u>Grade</u>	<u>Minimum</u> <u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Maximum</u> <u>Step 7</u>
16	1,904 22,848	1,993 23,916	2,085 25,020	2,171 26,052	2,262 27,144	2,352 28,224	2,492 29,904
17	1,999 23,988	2,094 25,128	2,191 26,292	2,283 27,396	2,376 28,512	2,472 29,664	2,620 31,440
18	2,106 25,272	2,209 26,508	2,311 27,732	2,415 28,980	2,516 30,192	2,615 31,380	2,771 33,252
19	2,221 26,652	2,333 27,996	2,443 29,316	2,556 30,672	2,664 31,968	2,776 33,312	2,944 35,328
20	2,347 28,164	2,464 29,568	2,580 30,960	2,702 32,424	2,819 33,828	2,934 35,208	3,115 37,380
21	2,478 29,736	2,606 31,272	2,731 32,772	2,858 34,296	2,988 35,856	3,112 37,344	3,306 39,672
22	2,619 31,428	2,756 33,072	2,891 34,692	3,026 36,312	3,165 37,992	3,299 39,588	3,503 42,036

Section 310.Appendix C - Physician Administrator Rates and Medical Facilities Administrator Rates for Fiscal Year 1989

Title	Minimum Salary	Midpoint Salary	Maximum Salary
Medical Facilities Administrator I Option C	5,708 68,496	6,726 80,712	7,744 92,928
Medical Facilities Administrator I Option D	6,375 76,500	7,410 88,920	8,445 101,340
Medical Facilities Administrator II Option C	6,167 74,004	7,196 86,352	8,225 98,700
Medical Facilities Administrator II Option D	7,083 84,996	8,141 97,692	9,199 110,388
Medical Facilities Administrator III	7,334 88,008	8,392 100,704	9,450 113,400
Physician Administrator I	4,508 54,096	5,421 65,052	6,334 76,008
Physician Administrator II	4,628 55,536	5,565 66,780	6,502 78,024
Physician Administrator III	4,752 57,024	5,715 68,580	6,678 80,136
Physician Administrator IV	5,000 60,000	5,929 71,148	6,858 82,296
Physician Administrator V	5,309 63,708	6,127 73,524	6,945 83,340

The rates of pay for physicians occupying or appointed to a position in the Physician Administrator classes and the Medical Facilities Administrator Classes shall be as listed in the above schedule. All provisions of Subpart C of the Pay Plan, Merit Compensation System will apply to Physician Administrator positions and the Medical Facilities Administrator Classes.

Section 310.Appendix D - Merit Compensation System Salary Schedule for Fiscal Year 1989

<u>Salary Range</u>	<u>Minimum Salary</u>	<u>Midpoint Salary</u>	<u>Maximum Salary</u>	<u>Merit Pay Zone Limit</u>
MC 1	\$ 1,511 18,132	\$ 1,886 22,632	\$ 2,261 27,132	\$ 2,374 28,488
MC 2	1,577 18,924	1,982 23,784	2,387 28,644	2,506 30,072
MC 3	1,653 19,836	2,096 25,152	2,539 30,468	2,666 31,992
MC 4	1,728 20,736	2,193 26,316	2,658 31,896	2,791 33,492
MC 5	1,813 21,756	2,320 27,840	2,827 33,924	2,968 35,616
MC 6	1,904 22,848	2,438 29,256	2,972 35,664	3,121 37,452
MC 7	2,006 24,072	2,585 31,020	3,164 37,968	3,322 39,864
MC 8	2,115 25,380	2,742 32,904	3,369 40,428	3,537 42,444
MC 9	2,235 26,820	2,894 34,728	3,553 42,636	3,731 44,772
MC 10	2,360 28,320	3,081 36,972	3,802 45,624	3,992 47,904
MC 11	2,494 29,928	3,270 39,240	4,046 48,552	4,248 50,976
MC 12	2,647 31,764	3,488 41,856	4,329 51,948	4,545 54,540
MC 13	2,826 33,912	3,729 44,748	4,632 55,584	4,864 58,368
MC 14	3,024 36,288	4,004 48,048	4,984 59,808	5,233 62,796
MC 15	3,245 38,940	4,291 51,492	5,337 64,044	5,604 67,248

<u>Salary Range</u>	<u>Minimum Salary</u>	<u>Midpoint Salary</u>	<u>Maximum Salary</u>	<u>Merit Pay Zone Limit</u>
MC 16	3,475 41,700	4,611 55,332	5,747 68,964	6,034 72,408
MC 17	3,749 44,988	4,977 59,724	6,205 74,460	6,515 78,180
MC 18	4,041 48,492	5,202 62,424	6,363 76,356	6,681 80,172
MC 19	4,365 52,380	5,438 65,256	6,511 78,132	6,837 82,044





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